FORM NLRS-508 (6-18)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE						
Case		Date Filed				
	14-CB-232125	December 4, 2018				

INSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR	ITS AGENTS	AGAINST WHICH CHAR	GE IS BROUGHT						
a. Name Security, Police, and Fire Professionals of America Intern	ational Union	1	b. Union Representative to contact President David. L. Hickey						
c. Address (Street, city, state, and ZIP code) 2551 Kelfy Road Roseville, MI 48066			d. Tel. No. (586) 772-7250	e. Cell No.					
Koscylic, ivi 48000		f. Fax. No. (586) 772-9644							
·			g. e-mall						
h. The above-named labor organization has engaged in and is en (list subsections) (b)(1)(A) practices are practices affecting commerce within the meaning the Act and the Postal Reorganization Act.	of the Act, or th	of the Natio	nal Labor Relations Act, s affecting commerce wit	and these unfair labor hin the meaning of					
2. Basis of the Charge (set forth a clear and concise statement of Within the last six months, the above-named labor organiz protected by Section 7 of the Act by refusing to arbitrate a arbitrary or discriminatory reasons or in bad faith.	the facts const zation has res a grievance fi	tituting the alleged unfair trained, coerced, and it trained, coerced, and it led by or on behalf of	nterfered with employ (b) (6) (6) (7)(6) regarding t	rees' exercise of rights he accrual of PTO for					
3. Name of Employer VendTech-SGI, LLC		4a. Tel. No. 816-891-6376	b. Cell No. c. Fax No.						
		d. e-mall							
5. Localion of plant involved (street, city, state and ZIP code) 7501 NW Tiffany Springs Parkway, Suite 400 Kansas City, MO 64153			6. Employer representa Steven O'Day, Area	tive to contact Manager O 20 20 8					
7. Type of establishment (factory, mine, wholesaler, etc.) Federal Contractor	8. Identify p Security S	nnclpal product or service ervices	9. Number 600	of workers employed 5					
(b) (6) (b) (7)(C) of party filing charge				PA C					
11. Address of party filing charge (street, city, state and ZIP code) (b) (6), (b) (7)(C)		11a, Tel. No.	b. Cell No. (b) (6), (b) (7)(C)	C. F. NO.					
		d. e-mall (b) (6), (b) (7)(C)		· · · · · · · · · · · · · · · · · · ·					
(b) (6), (b) (7)(C) the best of my knowledge (b) (6), (b) (7)(C) the best of my knowledge (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	edge and that the edge and belle (b) (statements f, (b) (7)(C) ame and title or office, if any)	Tel. No. (b) (6), (b) (7) Fax No.	()(C)					
Address (b) (6), (b) (7)(C) Oats 12/04/18 e-mail (b) (6), (b) (7)(C)									

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related processings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

SUBREGION 17 8600 Farley St Ste 100 Overland Park, KS 66212-4677

Agency Website: www.nlrb.gov Telephone: (913)967-3000 Fax: (913)967-3010

February 12, 2019

Gordon A. Gregory, ESQ. Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48266

Re: Security, Police, and Fire Professionals of

America International Union (VendTech-

SGI, LLC)

Case 14-CB-232125

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

LEONARD J. PEREZ Regional Director

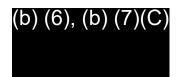
By: /s/MARY G. TAVES

MARY G. TAVES Officer in Charge

LJP:kec

cc: David Hickey, International President Security, Police and Fire Professionals of America 25510 Kelly Road Roseville, MI 48066

> Steven O'Day, Area Manager VendTech-SGI, LLC 7501 NW Tiffany Springs Parkway Ste 400 Kansas City, MO 64153



Form NLRB - 501 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

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INSTRUCTIONS:

DO NOT WRITE IN THIS SPACE Case Date Filed September .30, 2016 15-CA-185311

	Director in which the alleged unfair labor practice or EMPLOYER AGAINST WHOM CHARGE IS BROU	
	1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-1-	
a. Name of Employer	b. Tel. No.	
Mississippi Security Police, Inc.	(228)762-0661	
•		c. Cell No.
d. Address (street, city, state ZIP code)	e. Employer Representative	f. Fax No.
3003 Pascagoula St	Michael Stewart	
Pascagoula, MS 39567-4212	I Wilding Ciewart	g. e-Mail
Pascagodia, W3 39307-4212		g. e-Iviali
		L 0:
		h. Dispute Location (City and State)
		Pascagoula, MS
i. Type of Establishment (factory, nursing home,	j. Principal Product or Service	k. Number of workers at dispute location
hotel)		
Firm	Security Management	35
I. The above-named employer has engaged in and	is engaging in unfair labor practices within the mea	ning of section 8(a), subsections (1) of the
National Labor Relations Act, and these unfair labor	or practices are practices affecting commerce within	the meaning of the Act, or these unfair labor
practices are unfair practices affecting commerce	within the meaning of the Act and the Postal Reorga	nization Act.
2. Basis of the Charge (set forth a clear and concis	se statement of the facts constituting the alleged unf	air labor practices)
On (b) (6) (b) (7)(C) 2016 the Employe	r discriminated against employee (b) (6), (b) (7)(C) by terminating (0)(0,0) in
		b) (1)(0) by terminating
retaliation for and/or in order to discou	rage protected concerted activities.	
Note that the second se	and the second second section of the second second	There is the form to the first the
3 Full name of party filing charge (if labor erganiz	ation dive full name including local name and hum	hệể
(b) (6), (b) (7)(C)	ation, give full name, including local name and num	
		4b. Tel. No.
(b) (6), (b) (7)(C)		4b. Tel. No.
		4b. Tel. No.
		4b. Tel. No. -4c Cell No. (b) (6), (b) (7)(C)
		4b. Tel. No.
		4b. Tel. No. -4c Cell No. (b) (6), (b) (7)(C)
		4b. Tel. No. 4c. Cell No. 4c. (b) (6), (b) (7)(C) 4c. Pax No.
		4b. Tel. No. (b) (6), (b) (7)(C) 40. Pax No.
(a) Address (street and number city, state, and ZI (b) (6), (b) (7)(C)	P code)	4b. Tel. No. 4c. Cell No. 4c. Cell No. 4c. Pax No. 4e. e-Mail (b) (6), (b) (7)(C)
4a, Address (street and number, city, state, and ZI (b) (6), (b) (7)(C)		4b. Tel. No. 4c. Cell No. 4c. Cell No. 4c. Pax No. 4e. e-Mail (b) (6), (b) (7)(C)
(a) Address (street and number city, state, and ZI (b) (6), (b) (7)(C)	P code)	4b. Tel. No. 4c. Cell No. 4c. Cell No. 4c. Pax No. 4e. e-Mail (b) (6), (b) (7)(C)
4a, Address (street and number, city, state, and ZI (b) (6), (b) (7)(C)	P code)	4b. Tel. No. 4c. Cell No. 4c. Cell No. 4c. Pax No. 4e. e-Mail (b) (6), (b) (7)(C)
4a, Address (street and number city, state, and ZI (b) (6), (b) (7)(C) 5. Full name of nâtional or international labor organization)	P code)	4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4c. Pax No. 4e. e-Mail (b) (6), (b) (7)(C) to be filled in when charge is filed by a labor
4a, Address (street and number city, state, and ZI (b) (6), (b) (7)(C) 5. Full name of national or international labor organization) 6. DECLARATION	P code)	4b. Tel. No. 4c. Cell No. 4c. Cell No. 4c. Pax No. 4e. e-Mail (b) (6), (b) (7)(C)
4a Address (street and number city, state, and ZI (b) (6), (b) (7)(C) 5. Full name of national or international labor organization) 6. DECLARATION I declare that I have read the above charge a	P code)	4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4c. Pax No. 4e. e-Mail (b) (6), (b) (7)(C) to be filled in when charge is filed by a labor
4a, Address (street and number city, state, and ZI (b) (6), (b) (7)(C) 5. Full name of national or international labor organization) 6. DECLARATION	P code)	4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Pax No. 4e. e-Mail (b) (6), (b) (7)(C) to be filled in when charge is filed by a labor Tel. No.
4a Address (street and number city, state, and ZI (b) (6), (b) (7)(C) 5. Full name of national or international labor organization) 6. DECLARATION I declare that I have read the above charge a my knowledge and belief.	nization of which it is an affiliate or constituent unit (i	4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Pax No. 4e. e-Mail (b) (6), (b) (7)(C) to be filled in when charge is filed by a labor Tel. No.
5. Full name of national or international labor organization) 6. DECLARATION I declare that I have read the above charge a my knowledge and belief.	nization of which it is an affiliate or constituent unit (in that the statements are true to the best of (b) (6), (b) (7)(C)	4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4c. Pax No. 4e. e-Mail (b) (6), (b) (7)(C) to be filled in when charge is filed by a labor
4a Address (street and number city, state, and ZI (b) (6), (b) (7)(C) 5. Full name of national or international labor organization) 6. DECLARATION 1 declare that I have read the above charge a my knowledge and belief. (b) (6), (b) (7)(C)	nization of which it is an affiliate or constituent unit (in that the statements are true to the best of (b) (6), (b) (7)(C) an Individual	4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4c. Pax No. 4e. e-Mail (b) (6), (b) (7)(C) to be filled in when charge is filed by a labor Tel. No. Office if any Cell No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization) 6. DECLARATION I declare that I have read the above charge a my knowledge and belief.	nization of which it is an affiliate or constituent unit (in that the statements are true to the best of (b) (6), (b) (7)(C)	4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4d. Pax No. 4e. e-Mail (b) (6), (b) (7)(C) to be filled in when charge is filed by a labor Tel. No.
5. Full name of national or international labor organization) 6. DECLARATION 1 declare that I have read the above charge a my knowledge and belief. (b) (6), (b) (7)(C) (c) (b) (6), (b) (7)(C)	nization of which it is an affiliate or constituent unit (in that the statements are true to the best of (b) (6), (b) (7)(C) an Individual	4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4c. Pax No. 4e. e-Mail (b) (6), (b) (7)(C) to be filled in when charge is filed by a labor Tel. No. Office if any Cell No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization) 6. DECLARATION 1 declare that I have read the above charge a my knowledge and belief. (b) (6), (b) (7)(C) (c) (b) (6), (b) (7)(C)	nization of which it is an affiliate or constituent unit (i) Individual Print Name and Title	4b. Tel. No. 4c. Cell No. 4c. Cell No. 4c. Fax No. 4e. e-Mail (b) (6), (b) (7)(C) 4b. Fax No. Coeffice if any Cell No. (b) (6), (b) (7)(C) Fax No.
5. Full name of national or international labor organization) 6. DECLARATION 1 declare that I have read the above charge a my knowledge and belief. (b) (6), (b) (7)(C) (c) (b) (6), (b) (7)(C)	nization of which it is an affiliate or constituent unit (i) Individual (b) (6), (b) (7)(C) an Individual Print Name and Title	4b. Tel. No. 4c. Cell No. 4c. Cell No. 4c. Fax No. 4e. e-Mail (b) (6), (b) (7)(C) 4b. Fax No. Coeffice if any Cell No. (b) (6), (b) (7)(C) Fax No.
4a Address (street and number city, state, and ZI (b) (6), (b) (7)(C) 5. Full name of national or international labor organization) 6. DECLARATION 1 declare that I have read the above charge a my knowledge and belief. (b) (6), (b) (7)(C)	nization of which it is an affiliate or constituent unit (i) Individual Print Name and Title	4b. Tel. No. 4c. Cell No. (b) (6), (b) (7)(C) 4c. Pax No. 4e. e-Mail (b) (6), (b) (7)(C) to be filled in when charge is filed by a labor Tel. No. Office if any Cell No. (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 15 '
600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6361 Fax: (504)589-4069

November 23, 2016

Karl R. Steinberger, Esquire Heidelberg Steinberg Colmer & Barrow PA PO Box 1407 Pascagoula, MS 39568-1407

Stacie E. Zorn, Esquire Heidelberg Steinberg Colmer & Barrow PA PO Box 1407 Pascagoula, MS 39568-1407

Re:

Mississippi Security Police, Inc.

Case 15-CA-185311

Dear Mr. Steinberger and Ms. Zorn:

The Charging Party has asked to withdraw the above charge based upon a private agreement between the parties. I have approved this request, conditioned on the performance of the undertakings in that private agreement.

The charge is subject to reinstatement for further processing if the Charging Party requests reinstatement and supports its request with evidence of non-compliance with the undertakings in the private agreement.

Very truly yours,

SANDRA L. HIGHTOWER

Acting Regional Director

MKM/par

cc:

(b) (6), (b) (7)(C)

Michael Stewart Mississippi Security Police, Inc. 3003 Pascagoula St Pascagoula, MS 39567-4212 FORM NLRB-508 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATIONS OR ITS AGENTS

DO NOT WRITE IN THIS SPACE						
Cuse	Date Filed					
15-CB-6066	JANUARY 14, 2011					

FORM EXEMPT UNDER 44 U.S.C.3512

1. LABOR ORGANIZATION OF	TITS AGENTS AGAINST WHIC	* ***************************	**************	
a. Name Security, Police and Fire Professionals of America, Local 704		b. Union (b) (6). (b) (b) (6). (b) (7)		ve lo contact
C Address (Street, city, st	rate, and ZIP code)	d. Tel. N	lo.	e. Cell No.
b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	f. Fax No	ο.	g. e-Mail
h. The above-named organization(s) or its agents has (have) engasubsection(s) (fist subsections) (1)(a) are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	of the No	floori I abou	Delations Ac	t and those unfall labor argetices
1. Since about 2010, and continuing thereafter, the grievance filed by (0) (6), (b) (7)(C) regarding (0) (6), (b) (7)(C) regarding (10) (6), (b) (7)(C) reg	2010 termination for arbiti above-named Labor Organi ver (10) (10) (2010 termination)	ary, invid zation has nation.	ious, and/or unlawfully	discriminatory reasons, missional failed/refused to keep
Name of Employer		4a. Tel.	No.	b. Cell No.
Covenant Security Solutions		c. Fax N	0.	d. e-Mail
5 Location of plant involved (street, city, state and ZIP code)			6 Emp	Nover representative to contact
270 Remington Boulevard Suite B	IL 60440-		Lesley	Wiencek Resources Manager
Bolinghrook 7. Type of establishment (factory, mine, wholeseler, etc.) Security	8. Identify principal production Guards	of or service		nber of workers employed
10 Full name of party filing charge (b) (6), (b) (7)(C)		11a To (b) (6), (o) (7)(C)	b. Cell No. (b) (6), (b) (7)(C)
		c. Fax N	ło.	(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state and ZIP code (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	9)			(b) (6), (b) (7)(C)
13. DECLARATION declare that I have road the above charge and that the statements therein are to	A STATE OF THE PARTY OF THE PAR		Tel. No. (b) (6), (b) (7)	AND THE PROPERTY OF THE PARTY O
(b) (6) (b) (7)(C)	rue to the best of my knowledge and be $(b)(6),(b)(7)(C)$			
	type name and title or office, if e	ny)	Call No (b) (6), (b) (7)	(C)
(b) (6), (b) (7)(C	01-	13-11	Fax No. () - e-Mail (b) (6), (b) (7)(C)
Address	(date)	<u> </u>	(b) (b), (l	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONM (b) (6), (b) (7)(C) ITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

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INTERNET FORM NLRB-508 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

FORM EXEMPT UNDER 44 U.S.C 3512 DO NOT WRITE IN THIS SPACE Case Date Filed 15-CB-6066 March 28, 2011

First Amended

CHARGE AGAINST LABOR ORGANIZATION **OR ITS AGENTS**

NSTRUCTIONS: File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.						
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE IS E	ROUGHT			
a. Name		b. Union Repr	esentative (to contact		
Security, Police, and Fire Professionals of America, Loca and	al 704	Local 704	(b) (6), (t	o) (7)(C), (b) (6). (b) (7)(c)		
International Union, Security, Police and Fire Professional	als of America	Internation	al - Rick	O'Quinn, Region 2 V.P.		
c. Address (Street, city, state, and ZIP code)		d. Tel, No.	10011 000 4700	(b) (6), (b) (7)(C)		
SPFPA Local 704 - (b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)	(321) 622-4/29	/ (321) 549-3310		
		f. Fax No.	4700	g. e-Mail		
international SPFPA - 25510 Kelly Road, Roseville, MI 4	8066	N/A / (321)	622-4729	N/A / rickoquinn@spfpa.org		
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfalr practices affecting commerce within the meaning of the Ac meaning of the Act and the Postal Reorganization Act.	of the Natio	nai Labor Reia	ations Act, a	and these unfair labor practices		
2. Basis of the Charge (set forth a clear and concise statement of the	facts constituting the alleged	t unfair labor p	ractices)			
1. Since about [0](6)(6)(7)(2) 2010, and continuing thereafter, the	ne above-named Labor	Organizatio	ns failed	and refused to process		
to arbitration the (b)(6)(6)(7)(c) 2010 termination grievance for	or (b) (6), (b) (7)(C) for ar	bitrary, invid	dious, and	d/or discriminatory		
reasons.						
to keep (b) (6), (b) (7)(C) informed of the status of (b) (6), (c)	ne above-named Labor		ns unlaw	fully misinformed (⁽³⁾⁽³⁾⁽³⁾		
3. Name of Employer		4a. Tel. No		b. Cell No.		
Covenant Security Solutions		(630) 771-080	0. ext. 226			
		c. Fax No.		d. e-Mai		
5. Location of plant involved (street, city, state and ZIP code)		l	e Emple	ver representative to contact		
850 South Clearview Parkway, Metairie, LA 70123				wn, Vice President of		
[Current Mailing Address: 270 Remington Boulevard, Si	uite B. Bolingbrook, IL	604401	1	Resources		
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product			er of workers employed		
office building	security services	0. 0000	23			
	decarity dervices	11a. Tel, No.		h Cell No		
10. Full name of party filing charge (b) (6), (b) (7)(C)		(b) (6), (b)	(7)(C)	b. Cell No. (b) (6), (b) (7)(C)		
		c. Fax No.		d. e-Mail		
Address of the state of the sta		ļ		(b) (6), (b) (7)(C)		
11. Address of party filing charge (street, city, state and ZIP code,) (b) (6), (b) (7)(C)		L				
12. DECLARATION		Tel,	No //s	o) (6), (b) (7)(C)		
declare that I have read the above charge and that the statements therein are true to)				
$_{\text{By}}$ (b) (6), (b) (7)(C) (b) (6		Cell	No. (b) (6), (b) (7)(C)		
(signature or representative or person making charge) (Print/type	name and title or office, if an	y) Fax				
		Fax	,10,			
(b) (6), (b) (7)(C)	(date)	e-M		6), (b) (7)(C)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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United States Government

NATIONAL LABOR RELATIONS BOARD

Region 15

F. Edward Hebert Federal Building 600 S. Maestri Place- 7th Floor New Orleans, LA 70130-3408

Telephone: (504) 589-6374 Facsimile: (504) 589-4069

April 29, 2011

(b) (6), (b) (7)(C)

Re:

Security, Police, and Fire Professionals of America, Local 704, and International Union, Security, Police and Fire

Professionals of America (Covenant Security Solutions

Metairie, Louisiana)

Case No. 15-CB-6066

Dear (b) (6), (b) (7)(C)

The Region has carefully investigated and considered your charge against Security, Police, and Fire Professionals of America, Local 704, and International Union, Security, Police and Fire Professionals of America (the Unions) alleging violations under Section 8 of the National Labor Relations Act.

Allegations: Your charge alleges that since [5](6)(6)(7)(6) 2010, the above-named Labor Organizations failed and refused to process to arbitration your 6(6)(7)(6) 2010 termination grievance for unlawful reasons, failed and refused to keep you informed of the status of that grievance, and unlawfully misinformed you of its status.

Decision to Dismiss: As a result of the investigation, it does not appear that further proceedings are warranted regarding the allegations that the Unions violated Section 8(b)(1)(A) of the Act by failing and refusing to arbitrate your grievance for unlawful reasons and by unlawfully misinforming you of the status of that grievance. Therefore, I am refusing to issue a complaint on these two allegations. The procedure for filing an appeal on this allegation is enclosed.

7

Conditional Decision to Dismiss: I have concluded that further proceedings on the arguably meritorious allegation disclosed by the investigation are not warranted at this time. For the reasons set forth below, I have conditionally decided to dismiss, six (6) months from this date, your allegation that the Labor Organizations failed and refused to keep you informed of the status of your grievance.

I have conditionally decided to dismiss because there were no prior meritorious unfair labor practice charges against the Charged Parties within the past several years, there is no evidence that this violation was widely broadcast, and there are no other meritorious allegations in this charge or any pending related charge.

I intend to dismiss this allegation 6 months from this date unless a new meritorious charge is filed within that time alleging that the Charged Parties have engaged in other unfair labor practices that make dismissal of your charge inappropriate. Accordingly, I will hold your charge in abeyance for 6 months from the date of this letter. If a meritorious charge involving other unfair labor practices is filed against the Charged Parties during that period, I will reconsider whether further proceedings on this charge are warranted.

Your Right to Appeal: The National Labor Relations Board Rules and Regulations permit you to obtain a review of this action by filing an appeal with the Acting General Counsel of the National Labor Relations Board. Use of the Appeal Form (Form NLRB-4767) will satisfy this requirement. However, you are encouraged to submit a complete statement setting forth the facts and reasons why you believe that the decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on File Case Documents, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date and Time: The appeal is due on May 13, 2011. If you file the appeal electronically, it will be considered timely filed if the transmission of the entire document through the Agency's website is accomplished no later than 11:59 p.m. Eastern Time on the due date. The responsibility for the receipt of the appeal rests exclusively with the sender. A failure to timely file an appeal electronically will not be excused on the basis of a claim that transmission could not be accomplished because the receiving machine was off-line or unavailable, the sending machine malfunctioned, or for any other electronic-related reason.

If you mail the appeal or send it by a delivery service, it <u>must be received by the Acting General Counsel in Washington</u>, D.C. by the close of business at 5:00 p.m. Eastern Time or be postmarked or given to the delivery service no later than May 12, 2011.

7

Extension of Time to File Appeal: Upon good cause shown, the Acting General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlrb.gov, click on File Case Documents, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202) 273-4283. A request for an extension of time to file an appeal must be received on or before the original appeal due date. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality/Privilege: Please be advised that we cannot accept any limitations on the use of any appeal statement or evidence in support thereof provided to the Agency. Thus, any claim of confidentiality or privilege cannot be honored, except as provided by the FOIA, 5 U.S.C. 552, and any appeal statement may be subject to discretionary disclosure to a party upon request during the processing of the appeal. In the event the appeal is sustained, any statement or material submitted may be subject to introduction as evidence at any hearing that may be held before an administrative law judge. Because we are required by the Federal Records Act to keep copies of documents used in our casehandling for some period of years after a case closes, we may be required by the FOIA to disclose such records upon request, absent some applicable exemption such as those that protect confidential sources, commercial/financial information or personal privacy interests (e.g., FOIA Exemptions 4, 6, 7(C) and 7(D), 5 U.S.C. § 552(b)(4), (6), (7)(C), and (7)(D)). Accordingly, we will not honor any requests to place limitations on our use of appeal statements or supporting evidence beyond those prescribed by the foregoing laws, regulations, and policies.

Notice to Other Parties of Appeal: You should notify the other party(ies) to the case that an appeal has been filed. Therefore, at the time the appeal is sent to the Acting General Counsel, please complete the enclosed Appeal Form (NLRB-4767) and send one copy of the form to all parties whose names and addresses are set forth in this letter.

Very truly yours,

M. Kathleen McKinney Regional Director

m. Kath an

MKM/pal

Enclosure: Form NLRB-4767, Appeal Form

(See: Parties on Page 4)

SPFPA, Local 704 (Covenant Security Solutions) Case No. 15-CB-6066

April 29, 2011 Page 4 of 4 pages

cc: Mr. Lafe Solomon, Acting General Counsel NLRB, Office of Appeals, Room 8820 Franklin Court Building 1099 14th Street, N.W. Washington, DC 20570

Mr. Rick O'Quinn, Region 2 Vice-President International Union, Security, Police and Fire Professionals of America International SPFPA 25510 Kelly Road Roseville, MI 48066

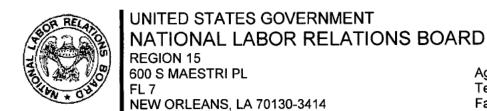
(b) (6), (b) (7)(C), (b) (6), (b) (7)(C)

Security, Police and Fire Professionals of America, Local 704

(b) (6), (b) (7)(C)

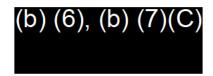
Mr. Jim Brown Vice President of Human Resources Covenant Security Solutions 270 Remington Boulevard, Suite B Bolingbrook, IL 60440

Mr. Gordon A. Gregory, General Counsel
Gregory, Moore, Jeakle, Heinen &
Brooks, P.C.
65 Cadillac Square, Suite 3727
Detroit, MI 48228



Agency Website: www.nlrb.gov Telephone: (504)589-6361 Fax: (504)589-4069

November 1, 2011



Security, Police and Fire Professionals of Re: America, Local 704, and International

> Union, Security, Police and Fire Professionals of America

(Covenant Security Solutions)

Case 15-CB-006066

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA, LOCAL 704 and International Union, Security, Police and Fire Professionals of America violated the National Labor Relations Act.

Decision to Dismiss: On April 29, 2011, I informed you of my intention to dismiss this charge in 6 months unless a new meritorious charge was filed within that time alleging that the Charged Party has engaged in other unfair labor practices that made dismissal of your charge inappropriate. No such charge has been filed. Accordingly, I have concluded that further proceedings are not warranted and I am dismissing your charge.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on File Case Documents, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

- 2 -

Case 15-CB-006066

Appeal Due Date: The appeal is due on November 15, 2011. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by no later than 11:59 p.m. Eastern Time on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at 5:00 p.m. Eastern Time or be postmarked or given to the delivery service no later than November 14, 2011.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlrb.gov, click on File Case Documents, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal must be received on or before November 15, 2011. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

M. KATHLEEN MCKINNEY

M. Katter Mh

Regional Director

Enclosure

MKM/pal

(See parties on page 3)

cc: GENERAL COUNSEL OFFICE OF APPEALS FRANKLIN COURT BUILDING NATIONAL LABOR RELATIONS BOARD 1099 14TH STREET, NW WASHINGTON, DC 20570

(b) (6), (b) (7)(C) , (b) (6), (b) (7)(C) SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA, LOCAL 704 (b) (6), (b) (7)(C)

GORDON A. GREGORY, GENERAL COUNSEL GREGORY MOORE JEAKLE & BROOKS, P.C. 65 CADILLAC SQ., SUITE 3727 DETROIT, MI 48226-2893

RICK O'QUINN, Region 2 V.P.
INTERNATIONAL UNION, SECURITY,
POLICE AND FIRE PROFESSIONALS OF
AMERICA INTERNATIONAL SPFPA
25510 KELLY ROAD
ROSEVILLE, MI 48066

LESLEY WIENCEK
Human Resources Manager
COVENANT SECURITY SOLUTIONS
270 REMINGTON BLVD STE B
BOLINGBROOK, IL 60440-3593

JIM BROWN, Vice President of Human Resources COVENANT SECURITY SOLUTIONS 270 REMINGTON BLVD STE B BOLINGBROOK, IL 60440-3593

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring. 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT 2. Address 25510 KELLY RD, ROSEVILLE, MI 48066-4932 6. The above-named labor organization or its agents have engaged in and are reagaing in unfair labor practices within the meaning of the Act and the Postal Recigional Loom R(h(1)(1a), subsection(s) of the National Labor Relations Act, and these unfair labor practices affecting commerce within the meaning of the Act and the Postal Recigional Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the meaning of the Act and the Postal Recipion Commerce within the March Type Code) 3. Name of Employer 5. Location of Plant involved (street, city, state, and ZIP code) 4a. Tel. No. 4b. Cell No. 4b. Cell No. 4c. Pa	UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE				IS SPACE	
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25510 KELLY RD, ROSEVILLE, MI 48066-4932 6. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) Since about (DO(O)(O)(C) 2012, the above-named labor organization has restrained and coerced employees by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (loss of seniority and the reposting of a senior bid job for arbitrary or discriminatory reasons or in bad faith. 3. Name of Employer ISS Action 4a. Tel. No. 718.656.0939 4c. Fax No. 718.656.0939 4d. e-Mail 718.656.0939 77. Type of Establishment (factory, mine, wholesaler) 8. Principal product or service 9. Number of Workers employed Government Contractor 10. Evil prime of cetty, filling charge 11a. Tel. No. 11b. Cell No. 11c. Fax No. 11c. Fax No. 11c. Fax No. 11d. a-Mail 11d. a-Mail 11d. a-Mail 11d. Address of party filling charge (street, city, state, and ZIP code) 12. DECLARATION 1 declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. 15 No. 16 (b) (6), (b) (7)(C) 17 No. 18 No. 19 No. 10 (6), (b) (7)(C) 20 No. 21 DECLARATION 1 declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. 15 No. 16 No. 17 No. 18 No. 19 No. 19 No. 19 No. 10 (6), (6), (7)(7)(7)(7)(7)(7)(7)(7)(7)(7)(7)(7)(7)(SPEPA, LOCAL 711			(B) (6), (B) (7)(C)				
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12. DECLARATION I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (cell No. Print/type name and title or office, if any) Address: Date: e-Mail		ZIP CODE)						
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By: (sig Print/type name and title or office, if any) Address: Date: e-Mail								
By: (sig Print/type name and title or office, if any) Address: Date: e-Mail		(6)	(6) (b)	(7)(C)		(b) (6	6), (b) (7)(C)	
(sig Print/type name and title or office, if any) Address: Print/type name and title or office, if any) Pate: e-Mail		(D)) (o), (b)	(T)(C)		Cell	No.	
Address: Date: e-Mail	Ву:							
Address: Date: e-Mail	(sig	Р	rint/type na	ame and title or	office, if	Fax	No.	
(D) (O), (D) (7)(C) March 1, 2012 (D) (O), (D) (7)(C)						e-Ma	il (6) (b) (7)(C)	
	[(D) (O), (D) (7)(C)			March 1	1, 2012	(a)	(0), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 15 600 S MAESTRI PL FL 7 NEW ORLEANS, LA 70130-3414

Agency Website: www.nlrb.gov Telephone: (504)589-6361 Fax: (504)589-4069

May 31, 2012

GORDON A. GREGORY, ESQ., Attorney GREGORY MOORE JEAKLE & BROOKS PC THE CADILLAC TOWER 65 CADILLAC SQUARE, SUITE 3727 DETROIT, MI 48226-2893

Re:

SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA INTERNATIONAL LOCAL 711 Case 15-CB-07596 (ISS ACTION)

Dear Mr. GREGORY:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

M. KATHLEEN MCKINNEY Regional Director

MKM/hpj

cc:

(b) (6), (b) (7)(C)

SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA LOCAL 711 25510 KELLY RD ROSEVILLE, MI 48066-4932

WILLIAM TURNER ISS ACTION NASA STENNIS SPACE CENTER BLDG 8000 Room # 118 STENNIS, MS 39529 (b) (6), (b) (7)(C)

ISS ACTION JFK AIRPORT BUILDING 151, SUITE 310A JAMAICA, NY 11430

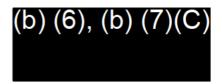
UNITED STATES OF AMERICA			DON	IOT V	VRITE I	N THIS SPACE	
NATIONAL LABOR RELATIONS BOARD		Case				Date filed	
CHARGE AGAINST LABOR ORGANIZATION	N						
OR ITS AGENTS			B-078110			April 4, 2012	
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice							
occurred or is occurring. 1. LABOR ORGANIZATION	OR ITS AGE	FNTS AGA	INST WHICH CH	ARGE	IS BRO	UGHT	
a. Name	OK HO AG	LITTO HON	b. Union Repre	esenta	ative to (Contact	
SECURITY POLICE AND FIRE PROFESSION	NALS OF		(b) (6), (b) (7)(C				
AMERICA LOCAL 711							
c. Address			d. Tel. No.	(0)	e.Cell	No.	
25510 KELLY RD, ROSEVILLE, MI 48066-493	32		(b) (6), (b) (7)			1-9	
			f. Fax I	No.	g. e-M		
						res@gmail.com	
h. The above-named labor organization or its agents have							
8(b), subsection(s) (1)(A) and (2) of the National Labo within the meaning of the Act, or are unfair practices at							
Basis of the Charge (set forth a clear and concise state							
In(b)(6),(b)(7)(C) 2012, the above-named labor							
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etric the conjusts of employees by alle	TYCY of	l for orb	and cadaing	9 LII	and re	staliatory reasons in	
strip the seniority of employee (b) (6), (b) (7)(C), al	i iui ai L	mary, mividi	ous	anu it	cialiatory reasons in	
breach of the labor organization's duty of f	air repre	sentatio	on.			r	
3. Name of Employer			4a. Tel. No.		4b. Ce	II No.	
ISS ACTION			4c. Fax No.	— I	4d. e-N	Mail	
			(718)656-	- 1			
			0937	ı			
5. Location of Plant involved (street, city, state, and ZIP c	ode)		6. Employer rep	prese	ntative to	o contact	
NASA STENNIS SPACE CENTER BLDG 890,	STENNI	S. MS	WILLIAM .	TUR	NER		
39529 8000 2	M#118	(b) (6), (b) (7)(C					
7. Type of Establishment (factory, mine, wholesaler)	8. Principa	I product o	r service	9. N	lumber o	of Workers employed	
Government Contractor	Security	Service	96	60			
10 Full name of party filing charge	Security	SCIVIC	11a. Tel. No.			11b. Cell No.	
(b) (6), (b) (7)(C) ^g charge			(b) (6), (b) (7)(C)	- 1	TIB. OCH NO.	
				/ / /			
			11c. Fax No.		١,	11d e-Mail	
						(b) (6), (b) (7)(C)	
11. Address of party filing charge (street, city, state, and Z	IP code)						
(b) (6), (b) (7)(C)							
	12. DE	ECLARAT	ION				
I declare that I have read the above charge and	that the st	atements	therein are true	to th	e best o	of my knowledge and belief.	
	,				- 1.	Tel No. (b) (6), (b) (7)(C)	
L(b) (6) (b) (7)(C) ²	12012	(0)	(7) (0)			(b) (b), (b) (7)(C)	
$_{1}(b)$ (6), (b) (7)(C) ²	(b)	(6), (b)	(7)(C)		- 1	Cell No.	
		int/type no	me and title or o	ffice	, 	Fax No.	
		шитуре па ту)	and the of 0	ince, i	.	1 4A 110.	
(b) (6) (b) (7)(C)		.,	Date:			e-Mail	
(b) (6), (b) (7)(C)			April 2, 2	2012		(b) (6), (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
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Agency Website: www.nlrb.gov Telephone: (504)589-6361 Fax: (504)589-4069

July 31, 2012



Re: SECURITY POLICE AND FIRE

PROFESSIONALS OF AMERICAL

LOCAL 711

Case 15-CB-078110

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA LOCAL 711 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

Your charge alleges the Union (1) failed to process your grievance regarding your loss of seniority and the reposting of a senior bid job; and (2) caused your employer, ISS Action Inc., to reduce your seniority, all for for arbitrary or discriminatory reasons, or in bad faith. In processing a grievance, the union retains broad discretion in disposing of a grievance short of arbitration. A violation turns not on the merits of the grievance, but rather, on whether or not the union exercised its discretion in a perfunctory or arbitrary manner. *Vaca v. Sipes*, 386 U.S. 171 (1967). A union violates 8(b)(2) of the Act when it causes an employer to affect the employment status of an employee for "arbitrary or irrelevant reasons or upon the basis of an unfair classification". *Miranda Fuel Co.*, 140 NLRB 181 (1962).

The investigation revealed the Employer and Union negotiated a collective bargaining agreement that structured a procedure for determining seniority. The Union reset your seniority upon your re-entry into a bargaining unit position after previously serving as a b (6), (6), (7)(C) in the rank of (9), (6), (6), (7)(C), a position outside the bargaining unit. The investigation failed to disclose sufficient evidence the Union made its decision to reduce your seniority for unlawful reasons or that the seniority provision was negotiated by the Union with unlawful intent. Specifically, there was insufficient evidence of animus directed at you by the Union. Accordingly, there was insufficient evidence to find the Union refused to process your grievance for unlawful reasons, rather than a good-faith belief it would not prevail in grievance proceedings based on the contractual language.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on File Case Documents, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on August 14, 2012. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by no later than 11:59 p.m. Eastern Time on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at 5:00 p.m. Eastern Time or be postmarked or given to the delivery service no later than August 13, 2012.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlrb.gov, click on File Case Documents, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal must be received on or before August 14, 2012. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

M. KATHLEEN MCKINNEY

m. Kathl Wi

Regional Director

MKM/pal

Enclosure

cc: GENERAL COUNSEL, OFFICE OF APPEALS FRANKLIN COURT BUILDING NATIONAL LABOR RELATIONS BOARD 1099 14TH STREET, NW WASHINGTON, DC 20570

(b) (6), (b) (7)(C)

SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA LOCAL 711 25510 KELLY RD ROSEVILLE, MI 48066-4932

GORDON A. GREGORY, ESQ. SECURITY, POLICE, AND FIRE PROFESSIONALS OF AMERICA INTERNATIONAL UNION 65 Cadillac Square, STE 3727 DETROIT, MI 48226-2893 WILLIAM TURNER
ISS ACTION
NASA STENNIS SPACE
CENTER
BLDG 8000 ROOM #118
STENNIS, MS 39529

SCOTT A BROOKS, Attorney GREGORY, MOORE, JEAKLE & BROOKS 65 CADILLAC SQ, STE 3727 DETROIT, MI 48226-2844



UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

OFFICE OF THE GENERAL COUNSEL

Washington, D.C. 20570

November 27, 2012

(b) (6), (b) (7)(C)

Re: ISS Action

Case 15-CA-078115

Security Police And Fire Professionals of

America Local 711 Case 15-CB-078110

Dear (b) (6), (b) (7)(C)

Your appeal from the Regional Director's refusal to issue complaint has been carefully considered. The appeal is denied substantially for the reasons in the Regional Director's letter of July 31, 2012.

The Regional Office investigation established that the actions of the Employer and Union in this matter were not motivated by any unlawful considerations within the meaning of the National Labor Relations Act. In this context, their decisions were based upon a sound interpretation of the parties' collective bargaining agreement. Specifically, Section 13.1 of the agreement provides "seniority is defined as an employee's" total length of continuous services as a security officer in the bargaining unit at the GPO." Section 13.7 of the agreement further provides that employees will not retain their seniority for periods when they served as a supervisor for more than 90 days. In these circumstances, it could not be concluded that the actions of the Employer and Union to correct your seniority date because you served as a supervisor for more than 90 days were unlawfully motivated. Although you contend on appeal that two other security officers also served as a supervisor for over 90 days without impacting their seniority, the Regional Office investigation disclosed that those individuals did not have a classification which is outside the unit and neither of them had the authority to effectively discipline any unit employees. The investigation established that you had the rank of

effectively discipline any unit employees. The investigation established that you had the rank of and you issued discipline to other employees when you acted as a supervisor.

Although you note on appeal that your seniority was not impacted for eleven months, your

Although you note on appeal that your seniority was not impacted for eleven months, your seniority came into issue when the job bidding process occurred in January 2012.

While you may disagree with the Employer's and Union's decisions, the investigation

disclosed no evidence that their decisions were motivated by any unlawful considerations. Contrary to your contentions on appeal there is no evidence that the aforementioned employees reached a side agreement regarding their seniority, or that any other individual was unlawfully accorded preference with respect to the job bid in question. While the Union disagreed with your position, it nonetheless processed a grievance on your behalf and reached a settlement to restore your lost seniority in lieu of you agreeing not to bid the job in issue. You initially accepted this settlement but ultimately decided to reject the settlement. As a result, the settlement became null and void, and the Union decided to not further process your grievance. Finally, contrary to your contention on appeal, there was insufficient evidence that the parties harbored animus against you due to your union or other protected concerted activities. As it could not be established that the Union or the Employer applied your seniority for reasons related to your union or other protected concerted activities, it could not be established that their actions violated the National Labor Relations Act. Accordingly, further proceedings are unwarranted.

Sincerely,

Lafe E. Solomon Acting General Counsel

Ву:

Yvonne T. Dixon, Director Office of Appeals

cc: M. KATHLEEN MCKINNEY
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
600 S MAESTRI PL 7TH FL
NEW ORLEANS, LA 70130-3414

SCOTT A. BROOKS, ATTORNEY GREGORY, MOORE, JEAKLE & BROOKS THE CADILLAC TOWER 65 CADILLAC SQ STE 3727 DETROIT, MI 48226-2844 WILLIAM TURNER ISS ACTION NASA STENNIS SPACE CENTER BLDG 8000 RM # 118 STENNIS, MS 39529

Youre 2. Duyon

(b) (6), (b) (7)(C)

SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA LOCAL 711 25510 KELLY RD ROSEVILLE, MI 48066-4932 GORDON A. GREGORY, ESQ. SECURITY, POLICE, AND FIRE PROFESSIONALS OF AMERICA INTERNATIONAL UNION 65 CADILLAC SQ STE 3727 DETROIT, MI 48226-2893

mjb

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE						
NATIONAL LABOR RELATIONS BOARD		Case				Date filed		
CHARGE AGAINST LABOR ORGANIZATION	N							
OR ITS AGENTS		15-CB	-078117			April		
INSTRUCTIONS: File an original of this charge with the	ne NLRB Re	gional Dir	ector of the reg	jion in	which th	e alleged un	air lab	or practice
occurred or is occurring.				10051				
1. LABOR ORGANIZATION a. Name	OR ITS AGE	NIS AGA	b. Union Repre					
SECURITY POLICE AND FIRE PROFESSION	MALSOE		(b) (6), (b) (7)(C		ive to Coi	ntact		
	VALS OF		(D) (O), (D) (1)(C	•)				
AMERICA LOCAL 711								
- Address			d. Tel. No.	- 1	e.Cell No			
c. Address	22	1	(b) (6), (b) (7)		e.cen no	•		
25510 KELLY RD, ROSEVILLE, MI 48066-493	32		f. Fax	_	g. e-Mail			
			i. raxi		_	s@gmail.co	nm	
<u></u>					<u> </u>			
h. The above-named labor organization or its agents have								
8(b), subsection(s) (1)(A) of the National Labor Relation the meaning of the Act, or are unfair practices affecting								
Basis of the Charge (set forth a clear and concise state							(0) (6), (b) (
About (b) (6), (b) (7)(C) 2012, the above-name							ovee	x Incough
email, by impliedly threatening them with r								, unough
email, by impliedly threatening them with i	etaliation	Decaus	se they are i	IOL III	ember	s of the O	MOII.	
3. Name of Employer			4a. Tel. No.	14	b. Cell N	lo.		
ISS ACTION			4c. Fax No.	4	ld. e-Mai	i		
			(718)656-					
			0937					
5. Location of Plant involved (street, city, state, and ZIP c	ode)		6. Employer rep	present	ative to c	ontact		
NASA STENNIS SPACE CENTER BLDG 800	STENNIH	اعبي	WILLIAM TURNER					
	2014/118) (b). (b) (7)(c	VVILLIVIVI	OKIN	ILIX			
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Government Contractor	Security	Service		60				
10. Full name of party filing charge			11a. Tel. No.		11	b. Cell No.		
(b) (6), (b) (7)(C)			(b) (6), (b) (7	(C)				
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11. Address of party filing charge (street, city, state, and Z	IP code)	i				<i>)</i> (0), (L	7) (1	//
(b) (6). (b) (7)(C)	0000)							į
(b) (o), (b) (1)(C)	40 00	01.000	O.1.					
	12. DE	CLARATI	UN					
I declare that I have read the above charge and	that the sta	atements (herein are true	to the	best of n	ny knowledg	e and	belief.
(b) (6), (b) (7)(C) 04/02					Z.S	(6), (b) (7)	(C)	
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WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 15 600 S MAESTRI PL FL 7 NEW ORLEANS, LA 70130-3414

Agency Website: www.nlrb.gov Telephone: (504)589-6361

Fax: (504)589-4069

June 29, 2012

SCOTT BROOKS, ESQ. GREGORY MOORE JEAKLE & BROOKS, PC 65 CADILLAC SQUARE, SUITE 3727 DETROIT, MI 48226-2822

Re:

Security Police and Fire Professionals of America Local 711 (ISS Action)

Case 15-CB-078117

Dear Mr. BROOKS:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/

M. KATHLEEN MCKINNEY Regional Director

MKM/kll

(b) (6), (b) (7)(C)

SECURITY POLICE AND FIRE PROFESSIONALS OF AMERICA LOCAL 711 25510 KELLY RD ROSEVILLE, MI 48066-4932

WILLIAM TURNER ISS ACTION NASA STENNIS SPACE CENTER BLDG 8000 ROOM # 118 STENNIS, MS 39529 GORDON A. GREGORY, ESQ.
SECURITY, POLICE, AND FIRE
PROFESSIONALS OF AMERICA
INTERNATIONAL UNION
GREGORY MOORE JEAKLE HEINEN
& BROOKS, P.C.
65 CADILLAC SQUARE, STE. 3727
DETROIT, MI 48226-2893

(b) (6), (b) (7)(C)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE					
NATIONAL LABOR RELATIONS BOARD		Case				Date filed	
CHARGE AGAINST LABOR ORGANIZATION						70 /10 /0010	
OR ITS AGENTS		15-CB-C				12/10/2012	
	TRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice						
occurred or is occurring.	ITO A OF	UTO A OALL	OT MUROU OF	IADO	IC PROVICE	-	
LABOR ORGANIZATION OR A. Name	115 AGE				ative to Conta		
International Union, Security, Police a	and Eir		Ollion Rep	iesein.	ative to Conta	ict	
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Professionals of America			Jerry F	ieym	ian, Regio	on 2 Director	
Address			. Tel. No.		e.Cell No.		
c. Address		1 -	. 16. No. 21-505-47	47	321-505	5_4747	
P.O. Box 541365		_	Fax No.		g e-Mail	7-71-71	
Merritt Island, FL 32954-1365			21-305-56	RR	_	nan@spfpa.org	
h. The above-named labor organization or its agents have en	naned in						
8(b)(1)(A) of the National Labor Relations Act, and these up							
the Act, or are unfair practices affecting commerce within the							
2. Basis of the Charge (set forth a clear and concise statemen							
Since (b) (6), (b) (7)(C) 2012, the above	e-name	ed Labo	r Organiz	zatio	n. bv its	officers, agents and	
representatives, specifically (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	nas f	ailed and	I refused to fairly and	
properly represent its members, (b) (6), (b) (7)(C)	and (b)	(6) (b) (7	VCV	in the pr	rocessing of their joint	
discharge grievance, including failing to su	upmit ti	ne grieva	ance over	tneir	unjust al	scharges to arbitration.	
3 Name of Employer		42	a. Tel. No.		4b Cell No.		
		1	71-931-022	- 1			
E & A Protective Convince Prove LLC		40	. Fax No.		4d. e-Mail		
E & A Protective Services – Bravo, LLC		5	71-931-024	10	aczeck@	erissecurity.com	
5 Location of Plant involved (street, city, state, and ZIP code)		6.	Employer re		tative to cont		
Memphis, TN			Ms Andre	a Cze	eck, Owner	r	
	rincipal p	roduct or se				rkers employed	
		urity & Pr	1	55			
10. Full name of party filing charge	ied Sec		a Tel. No.	33	11h	Coll No	
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11. Address of party filing charge (street, city, state, and ZIP co.	de)						
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	12. DEC	LARATION					
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I declare that I have read the above charge and that	tne state	ments ther	ein are true	to the			
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(signature of representative or person making charge	Print	, , ,	and title or of	fice if	Fax N	0.	
(Signature or representative or person making enarge	any)	JPC Harrie	2.14 (ILIC OI OI	11	1 4 1	<u>.</u>	
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WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

SUBREGION 26 80 MONROE AVE STE 350 MEMPHIS, TN 38103-2400

Agency Website: www.nlrb.gov Telephone: (901)544-0018 Fax: (901)544-0008

February 28, 2013

ERIC BERG, ESQ. GREGORY, MOORE, JEAKLE AND BROOKS, P.C. THE CADILLAC TOWER 65 CADILLAC SQUARE, STE 3727 DETROIT, MI 48226-2893

Re: International Union, Security, Police and

Fire Professionals of America

Case 15-CB-094560

Dear Mr. BERG:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/ M. Kathleen McKinney

M. KATHLEEN MCKINNEY Regional Director

cc: (b) (6), (b) (7)(C)

JERRY HEYMAN, Region 2 Director INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA PO BOX 541365 MERRITT ISLAND, FL 32954-1365 ANDREA CZECK, Owner E & A PROTECTIVE SERVICES -BRAVO, LLC 17981 DUMFRIES SHOPPING PLZ DUMFRIES, VA 22026-2327

STEFAN J. MARCULEWICZ, Attorney at Law LITTLER MENDELSON, P.C. 1150 17TH STREET NW SUITE 900 WASHINGTON, DC 20036-4655

JENNIFER W. THOMAS, Attorney at Law LITTLER MENDELSON, P. C. 1150 17TH STREET NW SUITE 900 WASHINGTON, DC 20036

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE			
NATIONAL LABOR RELATIONS BOARD		Case		Date filed	
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	N	15-0	CB-094588		12/10/2012
INSTRUCTIONS: File an original of this charge with the	e NLRB Re	gional Di	rector of the regi	on i	n which the alleged unfair labor practice
occurred or is occurring.					
1 LABOR ORGANIZATION	OR ITS AG	ENTS AGA			
a Name	·		b. Union Repres	sent	ative to Contact
International Union, Security, Police and F	иe		Jerry Heym	an	Region 2 Director
Professionals of America			l och y ricyhi	an,	Region 2 Birector
c Address			d. Tel. No.		e Cell No
P.O. Box 541365			321-505-474	7	321-505-4747
			f. Fax No.		g. e-Mail
Merritt Island, FL 32954-1365			321-305-568	8	jerryheyman@spfpa.org
h The above-named labor organization or its agents have	e engaged i	n and are			
8(b), subsection(s)(1)(A) of the National Labor Relatio	ns Act, and	these unfa	air labor practices	are	unfair practices affecting commerce within
the meaning of the Act, or are unfair practices affecting					
2. Basis of the Charge (set forth a clear and concise state	ment of the	facts cons	stituting the allege	d un	ifair labor practices)
Since (b) (6), (b) (7)(C) 2012, the above	e name	d Labo	r Organizat	ion	, by its officers, agents and
representatives ensificative (b) (b)	(7)(C)		/b /7/C) L	iUil ac	foiled and refused to fairly and
representatives, specifically (b) (6), (b) (/)(U)	(p) (q)	, (b) (7)(C), na	as com	Talled and refused to fairly and
properly represent its member, (b) (6),	(b) (7)(C)	, in the	processing of)T	discharge grievance, including
failing and refusing to submit grieve	ance to a	arbitration	on.		
3 Name of Employer			4a. Tel. No		4b Cell No.
			571-931-0222	2	
E & A Protective Services – Bravo, LLC			4c Fax No.		4d. e-Mail
			571-931-0240		aczeck@erissecurity.com
5 Location of Plant involved (street, city, state, and ZIP ci	ode)		6. Employer rep	rese	entative to contact
1781 Dumfries Shopping Center			Ms Andrea	a Cz	zeck, Owner
Dumfries, VA 22026					
7 Type of Establishment (factory, mine, wholesaler)	8 Principa	il product o	or service		Number of Workers employed
Security	Armed S	ecurity 8	Protection	55	
10 Full name of party filing charge			11a Tel. No		11b. Cell No.
(b) (6), (b) (7)(C)			(b) (6), (b) (7)	(C)	(b) (6), (b) (7)(C)
(6) (6), (6) (7)(6)			11c Fax No	_	11d e-Mail
					(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and Z	IP code)				
(b) (6) (b) (7)(C)					
(D)(D), (D)(T)(D)					
	12. Di	ECLARAT	ION		
I declare that I have read the above shares and				4a 4b	as best of my knowledge and bolist
I declare that I have read the above charge and	that the St	atements	therein are true i	to tr	Tel No.
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WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FIVE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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SUBREGION 26 80 MONROE AVE STE 350 MEMPHIS, TN 38103-2400

Agency Website: www.nlrb.gov Telephone: (901)544-0018 Fax: (901)544-0008

February 28, 2013



Re: International Union, Security, Police and

Fire Professionals of America

Case 15-CB-094588

DEAR (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on March 14, 2013. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by no later than 11:59 p.m. Eastern Time on the due date. If you mail the appeal or send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at 5:00 p.m. Eastern Time or be postmarked or given to the delivery service no later than March 13, 2013.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed

electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlrb.gov, click on E-File Documents, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal must be received on or before March 14, 2013. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/

M. KATHLEEN MCKINNEY Regional Director

Enclosure

cc GENERAL COUNSEL
OFFICE OF APPEALS
FRANKLIN COURT BUILDING
NATIONAL LABOR RELATIONS
BOARD
1099 14TH STREET, NW
WASHINGTON, DC 20570

JERRY HEYMAN, Region 2 Director INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA PO BOX 541365 MERRITT ISLAND, FL 32954-1365 International Union, Security, Police and Fire Professionals of America Case 15-CB-094588

- 3 -

ANDREA CZECK, Owner E & A PROTECTIVE SERVICES -BRAVO, LLC 17981 DUMFRIES SHOPPING PLZ DUMFRIES, VA 22026-2327

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

To: General Counsel	Date:					
Attn: Office of Appeals						
National Labor Relations Board						
Room 8820, 1099 - 14th Street, N.W.						
Washington, DC 20570-0001						
DI						
• •	hereby taken to the General Counsel of the National					
Labor Relations Board from the action of the Regional Director in refusing to issue a compl						
on the charge in						
Case Name(s).						
Case No(s). (If more than one case number,	include all case numbers in which appeal is taken.)					
	(Signature)					
	, -					

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE					
NATIONAL LABOR RELATIONS BOARD		Case			Date filed		
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS	ON	15-CB-105513			May 20, 2013		
INSTRUCTIONS: File an original of this charge with the NLRB Regional Director of the region in which the alleged unfair labor practice							
occurred or is occurring. 1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT							
a. Name			b. Union Representative to Contact				
INTERNATIONAL UNION SECURITY, POLIC PROFESSIONALS OF AMERICA (S.P.F.P.A 709		IRE	b) (6), (b) (7)(C) , (b) (6), (b) (7)(C)			
c. Address			Tel. No.	e.Cell	No.		
(b) (6), (b) (7)(C)		Ц	b) (6), (b) (7)				
			. Fax No.		(i), (b) (7)(C)		
 h. The above-named labor organization or its agents have engaged in and are engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (1)(A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act, or are unfair practices affecting commerce within the meaning of the Act and the Postal Reorganization Act. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) 							
Since on or about 2013, the above-named labor organization has restrained and coerced employees by refusing to process the grievance of (b) (6), (b) (7)(C) regarding (c) termination for arbitrary or discriminatory reasons or in bad faith.							
Name of Employer Entergy Operations Inc.		1	la. Tel. No. 504-739-	4b. Cell No.			
			6340	4d. e-N	4d. e-Mail		
			c. Fax No.				
5. Location of Plant involved (street, city, state, and ZIP	code)	1	6. Employer representative to contact				
Waterford 3, 17265 River Road, Killona, LA 7	0057		Joe Frick				
7. Type of Establishment (factory, mine, wholesaler)		al product or			of Workers employed		
Nuclear Power Plant	Energy		100				
10. Full name of party filing charge (b) (6), (b) (7)(C)			11a. Tel. No. (b) (6), (b) (7)(C)				
			11c. Fax No.		11d e-Mail (b) (6), (b) (7)(C)		
11. Address of party filing charge (street, city, state, and	ZIP code)	<u> </u>					
(b) (6), (b) (7)(C)							
12. DECLARATION							
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.							
(b) (6), (b) (7)(C)	•			Tel No.			
By:X		i). (b) (7)(C)			Cell No. (b) (6), (b) (7)(C)		
(signature or representative or percent making energe		Print/type name and title or office, if any)			Fax No.		
Address: (b) (6), (b) (7)(C)			Date: May 20,	2013	e-Mail (b) (6), (b) (7)(C)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT NATIONAL LABOR RELATIONS BOARD

REGION 15 600 S Maestri PI FI 7 New Orleans, LA 70130-3414

Agency Website: www.nlrb.gov Telephone: (504)589-6361 Fax: (504)589-4069

July 29, 2013



Re: INTERNATIONAL UNION SECURITY,

POLICE AND FIRE PROFESSIONALS OF AMERICA (S.P.F.P.A.), LOCAL NO.

709 (Entergy Operations Inc.)

Case 15-CB-105513

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that INTERNATIONAL UNION SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (S.P.F.P.A.), LOCAL NO. 709 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals. If you appeal, you may use the enclosed Appeal Form, which is also available at www.nlrb.gov. However, you are encouraged to also submit a complete statement of the facts and reasons why you believe my decision to dismiss your charge was incorrect.

Means of Filing: An appeal may be filed electronically, by mail, or by delivery service. Filing an appeal electronically is preferred but not required. The appeal MAY NOT be filed by fax. To file an appeal electronically, go to the Agency's website at www.nlrb.gov, click on **E-File Documents**, enter the NLRB Case Number, and follow the detailed instructions. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1099 14th Street, N.W., Washington D.C. 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

Appeal Due Date: The appeal is due on August 12, 2013. If you file the appeal electronically, we will consider it timely filed if you send the appeal together with any other documents you want us to consider through the Agency's website so the transmission is completed by no later than 11:59 p.m. Eastern Time on the due date. If you mail the appeal or

INTERNATIONAL UNION SECURITY, - 2 - POLICE AND FIRE PROFESSIONALS OF AMERICA (S.P.F.P.A.), LOCAL NO. 709 (Entergy Operations Inc.)
Case 15-CB-105513

send it by a delivery service, it must be received by the Office of Appeals in Washington, D.C. by the close of business at 5:00 p.m. Eastern Time or be postmarked or given to the delivery service no later than August 9, 2013.

Extension of Time to File Appeal: Upon good cause shown, the General Counsel may grant you an extension of time to file the appeal. A request for an extension of time may be filed electronically, by fax, by mail, or by delivery service. To file electronically, go to www.nlrb.gov, click on E-File Documents, enter the NLRB Case Number and follow the detailed instructions. The fax number is (202)273-4283. A request for an extension of time to file an appeal must be received on or before August 12, 2013. A request for an extension of time that is mailed or given to the delivery service and is postmarked or delivered to the service before the appeal due date but received after the appeal due date will be rejected as untimely. Unless filed electronically, a copy of any request for extension of time should be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/

M. KATHLEEN MCKINNEY Regional Director

MKM/pal

Enclosure

cc: GENERAL COUNSEL, OFFICE OF APPEALS FRANKLIN COURT BUILDING NATIONAL LABOR RELATIONS BOARD 1099 14TH STREET, NW WASHINGTON, DC 20570

(See: Parties continued on page 3)

INTERNATIONAL UNION SECURITY, - 3 - POLICE AND FIRE PROFESSIONALS OF AMERICA (S.P.F.P.A.), LOCAL NO. 709 (Entergy Operations Inc.)
Case 15-CB-105513

cc: JOE FRICK
ENTERGY OPERATIONS INC.
WATERFORD 3, 17265 RIVER ROAD
KILLONA, LA 70057

(b) (6), (b) (7)(C), (b) (6), (b) (7)(C)
INTERNATIONAL UNION SECURITY,
POLICE AND FIRE PROFESSIONALS OF
AMERICA (S.P.F.P.A.), LOCAL NO. 709
(b) (6), (b) (7)(C)

GORDON A. GREGORY, ESQ. GREGORY, MOORE, JEAKLE, HEINEN & BROOKS, P.C. 65 CADILLAC SQUARE, SUITE 3727 DETROIT, MI 48226-2822 To: General Counsel

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

Date:

Attn: Office of Appeals
National Labor Relations Board
Room 8820, 1099 - 14th Street, N.W.
Washington, DC 20570-0001
Please be advised that an appeal is hereby taken to the General Counsel of the Nationa abor Relations Board from the action of the Regional Director in refusing to issue a complain on the charge in
NTERNATIONAL UNION SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA (S.P.F.P.A.), LOCAL NO. 709 (Entergy Operations Inc.)
Case Name(s).
I5-CB-105513
Case No(s). (If more than one case number, include all case numbers in which appeal is taken.)
(Olamatuma)
(Signature)

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE					
NATIONAL LABOR RELATIONS BOARD		Case	001	101	VKITEIN	Date filed	
CHARGE AGAINST LABOR ORGANIZATION	N	15-0B-11	19026	•		December 16, 2013	
INSTRUCTIONS: File an original of this charge with to occurred or is occurring.	the NLRB Re	egional Di	rector of the rec	gion i	n which th	ne alleged unfair labor practice	
1 LABOR ORGANIZATIO	N OR ITS AG	ENTS AGA					
a. Name INTERNATIONAL UNION, SECURITY, POLI PROFESSIONALS OF AMERICA, AMALGAN NO. 711		OCAL	(b) (6), (b) ((b) (6), (b) (7)(C)	(b) (6)		
c. Address			d. Tel No. (718)978-30	000	e Cell N	0	
25510 KELLY ROAD, ROSEVILLE, MI 48066	i		f Fax (718)978-30		g. e-Ma	ıl	
h. The above-named labor organization or its agents ha 8(b), subsection(s) (1)(A) of the National Labor Relative meaning of the Act, or are unfair practices affecting. Basis of the Charge (set forth a clear and concise states) Since about August 20, 2013, the above employees by harassing and threaten become dues paying members of the	ons Act, and ng commerce tement of the ove-name ting emple	these unfa e within the e facts cons ed labor	engaging in unfa iir labor practice: meaning of the stituting the alleg organization	ir labo s are i Act ar ed un	unfair prac nd the Pos fair labor i restrai	ctices affecting commerce within stal Reorganization Act. bractices) ned and coerced	
Name of Employer			4a Tel. No.	1	4b Cell	No.	
ISS ACTION, INC.			228-713-1723 718-978-3000 4c. Fax No 718-978-3001			ail	
5. Location of Plant involved (street, city, state, and ZIP)	code)		6. Employer representative to contact				
BUILDING 9101, LEONARD KIMBLE ROAD STENNIS SPACE CENTER, MS 39529	,		THOMAS BURLESON-OPERATIONS MANAGER				
Type of Establishment (factory, mine, wholesaler)	8 Principa	al product o	or service	9 1	lumber of	Workers employed	
SECURITY CONTRACTOR	SECURI			100		7. c. n. c. c. n. p. c. y c. c	
10. Full name of party filing charge (b) (6), (b) (7)(C)			11a Tel. No. (b) (6), (b) (7)(C)		1	1b. Cell No.	
			11c Fax No.		1	1d e-Mail	
11. Address of party filing charge (street, city, state, and (b) (6), (b) (7)(C)	L	ECLARAT	ION				
i declare that I have read the above charge an				to th	e best of	my knowledge and belief.	
					Ţ	el No.	
By: (b) (6), (b) (7)(C)	(b)) (6), (b) dividual	(7)(C) -Ar	n		b) (6), (b) (7)(C) Cell No	
(s		rint/type na ny)	me and title or o	office,	ıf F	ax No.	
(b) (6), (b) (7)(C)			Date.	120	13	b) (6) (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information will cause the NLRB to decline to invoke its processes.



REGION 15 600 S Maestri PI FI 7 New Orleans, LA 70130-3414 Agency Website: www.nlrb.gov Telephone: (504)589-6361 Fax: (504)589-4069

January 10, 2014

INTERNATIONAL UNION SECURITY, POLICE, FIRE PROFESSIONALS OF AMERICA, AMALGAMATED LOCAL NO. 711 25510 KELLY ROAD ROSEVILLE, MI 48066-4932

Re: INTERNATIONAL UNION, SECURITY, POLICE, FIRE PROFESSIONALS OF

AMERICA, AMALGAMATED LOCAL

NO. 711 (ISS Action, Inc.) Case 15-CB-119026

Dear (b) (6), (b) (7)(C)

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/

M. KATHLEEN MCKINNEY Regional Director

MKK/tlt

cc: See Page 2.

INTERNATIONAL UNION, SECURITY, - 2 - POLICE, FIRE PROFESSIONALS OF AMERICA, AMALGAMATED LOCAL NO. 711 (ISS Action, Inc.)
Case 15-CB-119026

(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

> INTERNATIONAL UNION SECURITY, POLICE & FIRE PROFESSIONALS OF AMERICA AND ITS AMALGAMATED LOCAL NO. 711 25510 KELLY ROAD ROSEVILLE, MI 48066

GORDON A. GREGORY, ESQ. GREGORY, MOORE, JEAKLE & BROOKS, P.C. 65 CADILLAC SQUARE, SUITE 3727 DETROIT, MI 48226-2893

(b) (6), (b) (7)(C)

THOMAS BURLESON
OPERATIONS MANAGER
ISS ACTION, INC.
BUILDING 9101
LEONARD KIMBLE ROAD
STENNIS SPACE CENTER, MS 39529

10.9

UNITED STATES OF AMERICA			DO	TON	WRITE IN TH	IIS SPACE		
NATIONAL LABOR RELATIONS BOARD		Case				Date filed		
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS			15-0B-1230			February		
INSTRUCTIONS: File an original of this charge with t	the NLRB Re	gional Di	rector of the re	l noig	n which the	elleged unfair le	bar pre	atlo s
occurred or is occurring. 1. LABOR ORGANIZATION	N OR ITS AG	ENTS AGA	INST WHICH CH	ARGS	IS BROUGH	т —		
a. Name			b. Union Repr	esant	alive to Conte	ici		
International Union, Security, Police, Fire Prof	fessionals	of	(b) (6), (b) (7)(C	(b) (b). (b) (7)(C) Loc	al 710		
America, Local 710								
c. Address 25510 Kelly Road, Roseville, MI 48066			d. Tal. No. (b) (6), (b) (7)	(C)	e. Cell No.	,		
25010 Holly House, House Hills 10000			f. Fax	No.	g. e-Mall		-	
h. The above-named labor organization or its agents ha	ve engaged i	n and are	engeging in unfa	ir leb	or practices w	Athin the meaning	of sect	ion
9(b), subsection(s) (1)(A) of the National Labor Retail the meaning of the Act, or are unfair practices affecting	lons Act, and ng commerce	these unfa within the	air labor practice meaning of the	e are Act e	unfair practice and the Postal	ss affecting comm Reorganization A	nerce wi	thin
2. Basis of the Charge (set forth a clear and concles state	tement of the	facia cons	ilituling the alleg	ed un	ifelr lebor pre	clices)		
Since about (b) (6), (b) (7)(C), 2013, (b) (6), (f)	b) (7)(C) 201	l Aand	b) (6), (b) (7)(C)	201	4 the she	we named to	hor	
organization has restrained and coerd								D)
become regarding seniority for arbitrary						ine sauces of		•
3. Name of Employer	- GIGGIII	y	4a. Tel. No.		4b. Cell No			
Inter-Con Security Systems			(985) 662-3555 4d. e-Mell					
			4c. Fax No.	_	-			
5. Location of Plant Involved (street, city, state, and ZIP)	code)		6. Employer re	prese	nielive lo cor	itact		
423 Canal Street, New Orleans, LA 70130			Mariin Boris	e				_
7. Type of Establishment (factory, mine, wholesaler)	8. Principa		or service 9. Number of Workers employed					
security company	security	services		5				
10. Full name of party filing charge (b) (6), (b) (7)(C)			11a. Tel. No.			(6), (b) (7)(C)		
			11c. Fex No. 11d			e-Mail	(C)	
11. Address of party filing charge (street, ofty, state, and	7ID code)				(b)	(6), (b) (7)	(C)	
(b) (6), (b) (7)(C)	ZIF (UUD)							
	12. D	EGLARAT	ION	_				
I declare that I have read the above charge an				to th	e best of my	knowledge and	bellef	
			/1 \ /3\/	Ċ	Tel	No.		
(b) (6), (b) (7)(C)	(b) (6),	(b) (1)(C)	(b)	(6), (b) (7)(C)		
rge			ima and title or o	office.	if Fax	No.		
	e	пу)						
					1			
Addrago	L		Date: /	$\overline{}$, eM	el .		
(b) (6), (b) (7)(C)			2/2	1/ j	4 (b)	(6), (b) (7)	(C)	

WILLPUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

WILLPUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND INFRAGONICE (C.G. CODE), THE 10, DESCRIPTION OF THE PRIVACY ACT STATEMENT

Solicitation of the Information on this form is authorized by the National Labor Rotations Act (NLRA), 29 U.S.C. § 151 at seq. The principal use of the information is to assist the National Labor Rotations Buard (NLRB) in processing unfair labor presides and related proceedings or litigation. The rotatine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Occ. 13, 2006). The NLRB will further explain those uses upon request. Disclosure of this information in the federal Register, 71 Fed. Reg. 74942-43 (Occ. 13, 2006). The NLRB will further explain those uses upon request. Disclosure of this information will assure the NLRB in decilno to invoke its processes. NLRB is voluntary; however, fullure to supply the information will cause the NLRB to decline to invoke its processes.

UNITED STATES OF AMERICA			- DO N	IOT WP	ITE IN THIS SPAC	·F		
UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD		Case	DO N	O WK	Date file			
FIRST AMENDED CHARGE AGAINST			400000					
LABOR ORGANIZATION OR ITS AGENTS	i		-123086			1 16, 2014		
INSTRUCTIONS: File an original of this charge with the	he NLRB Re	gional Di	rector of the reg	ion In w	thich the alleged u	nfair labor practice		
occurred or is occurring. 1. LABOR ORGANIZATION	OR ITS ACT	ENTS AGA	INST WHICH CH	ARGE IS	BROUGHT			
a. Name	- 511 110 1101		b. Union Repre	esentativ				
International Union, Security Police and Fire P	rofession	als of	(b) (6), (b) (7)(C)				
America, Local 710				_				
			d. Tel. No.		Cell No.			
c. Address 25510 Kelly Road, Roseville, Mi 48066			G. 181.140.		(b) (6), (b) (7)(C)			
200 to Nelly Nobel Nobel life, Wil 40000			f. Fax I	NO. 9	, e-Mall			
,								
h The above-named labor organization or its agents have	ve engaged I	n and are	engaging in unfa	ir labor p	ractices within the r	neaning of section		
8(b), subsection(s) of the National Labor Relations Ac	t, and these	unfair labo	or practices are u	nfair prac	ctices affecting com	merce within the		
meaning of the Act, or are unfair practices affecting co 2. Basis of the Charge (set forth a clear and conclass state	ommerce with	facts con-	aning of the Act a	and the F	rostal Keorganizatio	on ACI.		
5. Pesis of the original fact forth a deal and college state	enterit of the	racio con	munig the energ	o amai	who hiddings			
Since about (b) (6), (b) (7)(C) 2012 and and		ha aba	a nomed lak	A# A#A	anization has =	netrained and		
Since about (b) (6), (b) (7)(c) 2, 2012, and continue to the c								
coerced employees by refusing to process	a class ac	cuon gr	evance regar	raing s	semority on be	Dait OI		
and other employees who transferre	ed from () (o), (b) ((b) (c) to (b) (6)	, (b) (7)(<u></u>			
Since about (b) (6), (b) (7)(C) 2014, and continuing								
cocreed employees by refusing to process								
affected employees regarding employees r								
returning to the bargaining unit after holdi	_		-					
	B sabor	. 1001) P	~ D					
Since about (b) (6), (b) (7)(C) 2014, and continu	ing the	ahawa -	samed labor	0.0000	zation has rost	rained and		
coerced employees by refusing to process	a gnevan	ice rega						
Name of Employer Inter-Con Security Systems			4a. Tel. No.		o, Cell No.			
and con booting bystems			70, 10x NO,	1	. - 			
5. Location of Plant involved (street, city, state, and ZIP of	code)		6. Employer rep	presenta	tive to contact			
423 Canal Street, New Orleans, LA 70130	•		Marin Bor					
7. Type of Establishment (factory, mine, wholeseler)	8. Principa	I product o			nber of Workers em	ployed		
Security Company	Security			0		•		
10 Full name of party filing charge	Society	20.11000	11a. Tel. No.		(b) (6), (b) (7VC)		
(b) (0), (b) (7)(c)								
			11c. Fax No.		(b) (6), (b)) (7)(C)		
11 Addrong of mate filling change (steept 22), at 1	7/0		L		(b) (b), (l) (r)(C)		
11. Address of party filing charge (street, city, state, and Z (b) (6), (b) (7)(C)	Lir code)							
(b) (6), (b) (7)(C)	65 B	C ABAT	ION					
		ECLARAT						
I declare that I have read the above charge and	that the st	atements	therein are true	to the b		ge and belief.		
b) (6), (b) (7)(C)					Tel No.			
$\mathbf{o}_{f}(\mathbf{o}_{f}, \mathbf{o}_{f}(\mathbf{o}_{f}))$	(b) (6	6), (b) (7)(C)		Cell No (b) (6), (b) (7	()(C)		
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		rint/type na ny)	ame and title or o	nice, ii	Fax No.			
		.,						
Address: Date / / e-Mail								
Address:			Date. /	17	e-Mail			
(b) (6), (b) (7)(C)			Date. / 1/6	14	e-Mail (b) (6), (b)	o) (7)(C)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seg. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes

APR-16-2014 12:55 99% P.02



REGION 15 600 S Maestri PI FI 7 New Orleans, LA 70130-3414 Agency Website: www.nlrb.gov Telephone: (504)589-6361 Fax: (504)589-4069

April 24, 2014

ERIC W. BERG, ATTORNEY AT LAW GREGORY, MOORE, JEAKLE & BROOKS, P.C. 65 CADILLAC SQUARE SUITE 3727 DETROIT, MI 48226-2893

Re: International Union, Security, Police, and

Fire Professionals of America (SPFPA), Local 710 (Inter-Con Security Systems)

Case 15-CB-123086

Dear Mr. BERG:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

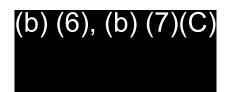
Very truly yours,

/s/

M. KATHLEEN MCKINNEY Regional Director

MKM/par

cc:



MARLIN BORISE ASSISTANT CONTRACT MANAGER INTER-CON SECURITY SYSTEMS 423 CANAL STREET NEW ORLEANS, LA 70130 (b) (6), (b) (7)(C)

INTERNATIONAL UNION, SECURITY, POLICE, AND FIRE PROFESSIONALS OF AMERICA (SPFPA), LOCAL 710 25510 KELLY RD ROSEVILLE, MI 48066

GORDON A. GREGORY ATTORNEY AT LAW GREGORY, MOORE, JEAKLE, & BROOKS, P.C. 65 CADILLAC SQUARE, SUITE 3727 DETROIT, MI 48226-2893

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE					
NATIONAL LABOR RELATIONS BOARD		Case			Date filed		
CHARGE AGAINST LABOR ORGANIZATION	ı	15 00	100061				
OR ITS AGENTS		1	-123961		March 7, 2014		
INSTRUCTIONS: File an original of this charge with the	e NLRB Re	gional Di	rector of the reg	ion in which th	ne alleged unfair labor practice		
occurred or is occurring.	OD ITO A C	ENTO ACA	NOT WINDLESS	4505 10 BES	OUT.		
1. LABOR ORGANIZATION	OR ITS AGI	ENTS AGA					
 a. Name International Union, Security, Police And Fire Professionals 	Of Americ		b Union Repre	esentative to Co	ontact		
Local 710	o Ameno	,a,	Nick O Quitili				
c. Address		-	d Tel No	e.Cell N	0.		
25510 Kelly Road Roseville, MI 48066			5867727250	32145	33310		
200 to Kelly Road Roodville, Wil 40000			f. Fax No	g. e-Ma	il -		
			5867729644	-	1		
e. The above-named labor organization or its agents have	e engaged i	in and are	engaging in unfa	ir labor practice	s within the meaning of section		
8(b)(1)(a), subsection(s) of the National Labor Relations	s Act, and t	these unfa	ir labor practices	are unfair pract	ices affecting commerce within the		
meaning of the Act, or are unfair practices affecting con	nmerce wit	hin the me	aning of the Act	and the Postal I	Reorganization Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)							
Since on or about (b) (6), (b) (7)(C) 2014, the ab				h			
Since on or about 2014, the ab	ove-nam	ied laboi	organization	nas restrain	led and coerced employees		
by refusing to file and process the grievanc	e of (b) (6	6), (b) (7)(C	regarding s	eniority issu	es for arbitrary and		
discriminatory reasons or in bad faith.							
Name of Employer			4a. Tel. No.	4b. Cell	No.		
Inter-Con Security Services, Inc.			4c. Fax No.	c. Fax No. 318 709 1842			
•			4d. e-M		ail		
Location of Plant involved (street, city, state, and ZIP co	ode)		Employer representative to contact				
1250 SW Railroad Ave. Hammond LA 70403			Marlon Borise				
7 Type of Establishment (factory, mine, wholesaler)	8 Principa	al product o	or service	Number of	Workers employed		
Security Company	Security			5			
10. Full name of party filing charge			11a. Tel. No.	44) (6), (b) (7)(C)		
(b) (6), (b) (7)(C)				(D) (6), (b) (<i>t</i>)(C)		
			11c. Fax No.	7	b) (6), (b) (7)(C)		
11. Address of party filing charge (street, city, state, and ZI	ID codo)		L		b) (b), (b) (1)(c)		
	iP code)						
(b) (6), (b) (7)(C)							
	12. D	ECLARAT	ION				
(b) (6), (b) (7)(C) charge and	that the st	tatements	therein are true	to the best of	my knowledge and belief.		
(a) (b), (b), (b), (c), (c), (c), (c), (c), (c), (c), (c				7	Tel No.		
	(b)	(6) (b)	(7)(C)				
	(D)	(6), (b)	(T)(C)		Cell No.		
Ву							
(signatu g charge	Р	rınt/type n	ame and title or o	office, if F	ax No.		
	a	ny)					
(b) (6), (b) (7)(C)			Date:	0.1012111	a-Mail 0) (6), (b) (7)(C)		
			LHINDIIKH	RV27,2014 (JJ (O). (D) (7)(C)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U S C. § 151 et seg. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



REGION 15 600 S Maestri PI FI 7 New Orleans, LA 70130-3414 Agency Website: www.nlrb.gov Telephone: (504)589-6361 Fax: (504)589-4069

May 29, 2014

MICHAEL J. AKINS, ESQ. GREGORY, MOORE, JEAKLE & BROOKS, P.C. 65 CADILLAC SQUARE, SUITE 3727 DETROIT, MI 48226

Re: International Union, Security, Police and

Fire Professionals of America, Local 710

(Inter-Con Security Services, Inc.)

Case 15-CB-123961

Dear AKINS:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/

M. KATHLEEN MCKINNEY Regional Director

MKM/tlt

cc: See Page 2.

International Union, Security, Police and Fire Professionals of America, Local 710 (Inter-Con Security Services, Inc.)
Case 15-CB-123961

(b) (6), (b) (7)(C)

RICK O'QUINN INTERNATIONAL UNION, SECURITY, POLICE, AND FIRE PROFESSIONALS OF AMERICA (SPFPA) 25510 KELLY ROAD ROSEVILLE, MI 48066-4932

GREGORY A. GORDON, ESQ. GREGORY, MOORE, JEAKLE & BROOKS, P.C. 65 CADILLAC SQ STE 3727 DETROIT, MI 48226-2893

MARION BORISE INTER-CON SECURITY SERVICES, INC. 1250 SW RAILROAD AVE. HAMMOND, LA 70403 INTERNET FORM NLRB-508 (2-08)

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

	FORM EXEMPT UNDER 44 U.S.C 3512					
DO NOT WRITE IN THIS SPACE						
Case	Date Filed					
15-CB-157999	8/13/2015					

11/3 ROUTIONS. File all bilginal with NECKS Registral Bilector for the	region of without the allegen a	ittidii tabat pt	20,100 000011	cu or is occountible		
1. LABOR ORGANIZATION OR IT	B AGENTS AGAINST WHICH					
a. Name		b. Union Representative to contact				
International Union, Security, Police and Fire Profession (SPFPA)	Jerry He	yman, Dire	ector, Region 2			
c. Address (Street, city, state, end ZIP code)		d. Tel. No. 3215054	747	e. Cell No. 3215054747		
P.O. Box 541365 Marritt Island, El. 32054, 1365		f. Fax No.		g. e-Mali		
Merritt Island, FL 32954-1365		32130556	388	jerryhayman@spfpa.org		
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (fist subsections) are unfair practices affecting commerce within the meaning of the Ameaning of the Act and the Postal Reorganization Act,	of the blest	anal I abaa D	aladiana Ass	and those wefalclabers secutions		
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the allege	d unfair labor	practices)			
Since (b) (a) (7)(C) 2015, the SPFPA International has fall (b) (a), in the processing of (b) (c) discharge grievance include the Employer's (b) (6), (b) (7)(C), falling to refer (b) (c) metter arbitration.	uding failing to submit ^b	(6) grlevano	e to Step	Three - submission to		
Name of Employer E & A Protective Services - Bravo LLC		4a. Tel. No.		b. Cell No.		
		c. Fax No.		d. g-Mall		
5. Location of plant involved (street, city, state and ZIP code) 5333 Getwell Rd., Memphis, TN 38118	and the second s	1		/er representative to contact Czeck, Managing r		
7. Type of establishment (factory, mine, wholesaler, etc.)	8. Identify principal product	or service	9. Numbe	er of workers employed		
IRS Government Site	Security Services		500+			
10. Full name of party filing charge (b) (6), (b) (7)(C)		11a. Tel. No (b) (6), (b) (b. Cell No.		
		c. Fax No.		d. e-Mell		
	_	() Ce	. No. (b) (6), (No.	(b) (7)(C)		
(b) (6), (b) (7)(C) Address	(dete) B/13/2		/ali			
1						

WILLPUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed, Reg. 74942-43 (Dec. 13, 2008). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, fallure to supply the information will cause the NLRB to decline to invoke its processes.



REGION 15 600 S Maestri PI FI 7 New Orleans, LA 70130-3414 Agency Website: www.nlrb.gov Telephone: (504)589-6361 Fax: (504)589-4069

October 30, 2015

Gordon Gregory Esq. Gregory, Moore, Jeakle & Brooks, P.C. International Union, SPFPA 65 Cadillac Square, Suite 3727 Detroit, MI 48226-2822

Re: International Union, Security, Police and

Fire Professional of America (SPFPA) (E&A Protective Services – Bravo LLC)

Case 15-CB-157999

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/s/

M. KATHLEEN McKINNEY Regional Director

MKM/par

cc:

(b) (6), (b) (7)(C)

Bryce W. Ashby, Attorney at Law Donati Law, PLLC 1545 Union Ave Memphis, TN 38104-3754

Jerry Heyman, Region 2 Director International Union Security Police and Fire Professionals of America P.O. Box 541365-1368 Merritt Island, FL 32954-1365 Tanja L. Thompson, Attorney at Law Littler Mendelson P.C. 3725 Champion Hills Drive Ste 3000 Memphis, TN 38125-0500

Andrea Czeck, Managing Member E & A Protective Services - Bravo LLC 5333 Getwell Rd. Memphis, TN 38118

UNITED STATES OF AMERICA		DO NOT	WRITE IN THIS SPACE			
NATIONAL LABOR RELATIONS BOARD		Case	Date filed			
CHARGE AGAINST LABOR ORGANIZATION AGENTS	CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS					
INSTRUCTIONS: File an original of this charge with the	NLRB Regional D	irector of the region in w	hich the alleged unfair labor practice			
occurred or is occurring. 1. LABOR ORGANIZATION 0	OR ITS AGENTS AG	AINST WHICH CHARGE IS	BROUGHT			
a. Name		b. Union Representative				
International Union, Security, Police and Fire	Professionals	Rick O'Quinn,				
of America (SPFPA), Local 109		International Vice	President			
c. Address	Address d. Tel. No.					
25510 Kelly Rd			(321) 543-3310			
Roseville, MI 48066		f. Fax No.	g. e-Mail rickoquinn@spfpa.org			
 The above-named labor organization or its agents have 8(b), subsection (1)(A) of the National Labor Relations A meaning of the Act, or are unfair practices affecting con 	Act, and these unfair nmerce within the m	r labor practices are unfair peaning of the Act and the P	practices affecting commerce within the lostal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise stater						
For the past six months and continuing, the a		•	-			
representation by providing employees with fa						
funds and misappropriating said funds for arb	itrary or discrim	inatory reasons or in t	pad faith.			
Since about October 14, 2016, the above-nar	med labor organ	ization has restrained	and coerced employees in the			
exercise of rights protected by Section 7 of th	-		-			
payment for training and training times for arb	otrary or discrim	inatory reasons or in t	oad faith.			
About (b) (6), (b) (7)(C) 2017, the above-named lal	bor organization	has restrained and co	perced employees in the			
exercise of rights protected by Section 7 of the						
removing one of the from one of the position for						
3. Name of Employer	arbitrary or disc	4a. Tel. No.	4b. Cell No.			
Securemedy Incorporated		(240) 419-3125	ab. Contro.			
,		4c. Fax No.	4d. e-Mail			
		(800) 506-5926	dir_administration@securemedy.			
5. Location of Plant involved (street, city, state, and ZIP co	odo)	6 Employer representativ	com			
		6. Employer representative to contact				
3 Post Office Rd, Ste 101, Waldorf, MD 2060	2-2/56	Sheree Butler,				
Type of Establishment (factory, mine, wholesaler)	8. Principal produc	Director of Administration and Human Resources act or service 9. Number of Workers employed				
, , , , ,	Security servi		40			
Security contractor 10. Full name of party filing charge	Security serv	11a, Tel. No.	11b. Cell No.			
(b) (6), (b) (7)(C)			(b) (6), (b) (7)(C)			
	11c. Fax No.					
11. Address of party filing charge (street, city, state, and ZI	P code)		(b) (6), (b) (7)(C)			
(b) (6), (b) (7)(C)						
	12. DECLARA	TION				
I declare that I have read the above charge and	that the statements	s therein are true to the b				
(1) (2) (1) (3)	(h) (0) (h) (7)	(C)	Tel No.			
_{By:} (b) (6), (b) (7)(C)	(b) (6), (b) (7) An Individ					
(signature of representative or person making charge)	Print/type na	me and title or office, if	Cell No.			
	any		(b) (6), (b) (7)(C)			
Address:		Date:	Fax No.			
(b) (6), (b) (7)(C)		2/21/17	e-Mail			
		10.7.1	(b) (6), (b) (7)(C)			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

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SUBREGION 26 80 Monroe Ave Ste 350 Memphis, TN 38103-2400 Agency Website: www.nlrb.gov Telephone: (901)544-0019

Fax: (901)544-0008

April 12, 2017

Matt Clark, Attorney at Law Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48226

Re: International Union, Security, Police

and Fire Professionals of America (SPFPA), Local 109 (Securemedy

Incorporated)

Case 15-CB-193481

Dear Mr. Clark:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

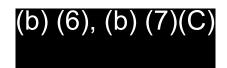
Very truly yours,

M. KATHLEEN MCKINNEY Regional Director

By:

CHRISTOPHER ROY Officer in Charge

cc:



Sheree Butler, Director of Administration and Human Resources Securemedy Incorporated 3 Post Office Rd, Ste 101 Waldorf, MD 20602-2756 Rick O'Quinn International Vice President International Union, Security, Police and Fire Professionals of America (SPFPA), Local 109 25510 Kelly Road Roseville, MI 48066-4994

UNITED STATES OF AMERICA		DO NOT	WRITE IN THIS SPACE			
NATIONAL LABOR RELATIONS BOARD		Case	Date filed			
CHARGE AGAINST LABOR ORGANIZATION AGENTS		15-CB-195127	3-16-17			
INSTRUCTIONS: File an original of this charge with the occurred or is occurring.	ne NLRB Regional D	irector of the region in wi	sich the alleged unfair labor practice			
1. LABOR ORGANIZATION	OR ITS AGENTS AG	INST WHICH CHARGE IS	ROUGHT			
a. Name	· CHANGACONO AC	b. Union Representative				
International Union, Security, Police and Fire	Professionals		ernational Representative			
of America (SPFPA), and its Local 109	ŕ					
c. Address		d. Tel. No.	e. Ceil No.			
25510 Kelly Road			321-543-3310			
Roseville, MI 48066		f. Fax No.	g. e-Meil			
			rickoguinn@apfpa.org			
Since about (b) (7)(C) by failing to file and process arbitrary, discriminatory or in bad faith.	ement of the facts con	stituting the elleged unfair l	abor practices)			
3. Name of Employer		4a. Tel. No. 571-931-0222	4b. Cell No.			
E & A Protective Services - Bravo, LLC		4c. Fax No.	4d. e-Mail			
5. Location of Plant involved (street, city, state, and ZIP of	ode)	6. Employer representative to contact				
5333 Getwell Road, Memphis, TN 38118		Andrea Czeck				
7. Type of Establishment (factory, mine, wholesaler)	8. Principal produc		.9. Number of Workers employed			
US Government Facility	Guard / Secu	·	75			
10. Full name of party filing charge	Cucio / acou	11a, Tel. No.	11b. Cell No.			
			(b) (6), (b) (7)(C)			
(b) (6), (b) (7)(C)		11c. Fax No.	(b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state, and 2	ZIP code)					
_(b) (6), (b) (7)(C)	12, DECLARA	TION				
I declare that I have read the above charge and			est of my knowledge and bellef.			
- FORTH COINT - HELA JANE NO OPPLA AUTHOR OUT		THAT WILL SHE HAN TA AID D	Tel Np.			
$_{\text{By:}}(b)$ (6), (b) (7)(C)	(b) (6	s), (b) (7)(C)				
(signature of representative or person making charge)	Print/type ne	me and little or office, if any	(b) (6), (b) (7)(C)			
Address		Date:	Fax No.			
(b) (6), (b) (7)(C)						
		12/2/2	e-Mail (b) (6), (b) (7)(C)			

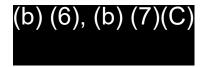
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT
Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 15 I, et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing untain labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2005). The NLRB will faither explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.



SUBREGION 26 80 Monroe Ave Ste 350 Memphis, TN 38103-2400 Agency Website: www.nlrb.gov Telephone: (901)544-0019

Fax: (901)544-0008

May 17, 2017



Re: International Union, Security, Police and

Fire Professionals, of America (SPFPA),

and its Local 109 (E & A Protective

Services - Bravo, LLC Case 15-CB-195127

Dear (b) (6), (b) (7)(C):

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America (SPFPA), and its Local 109 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge because there is insufficient evidence to establish a violation of the Act.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlrb.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on May 31, 2017. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be

International Union, Security, Police and Fire Professionals, of America (SPFPA), and its Local 109 (E & A Protective Services - Bravo, LLC Case 15-CB-195127

completed **no later than 11:59 p.m. Eastern Time** on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than May 30, 2017. **If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely**. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before May 31, 2017.** The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after May 31, 2017, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

M. KATHLEEN MCKINNEY Regional Director

By: /s/

CHRISTOPHER ROY Officer in Charge

Enclosure

- 3 - May 17, 2017

International Union, Security, Police and Fire Professionals, of America (SPFPA), and its Local 109 (E & A Protective Services - Bravo, LLC Case 15-CB-195127

cc: Rick O'Quinn, Union President International Union, Security, Police And Fire Professionals Of America, (SPFPA) and its Local 109 25510 Kelly Rd Roseville, MI 48066-4994

> Matthew J. Clark, Attorney Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48226-2893

> Andrea Czeck, Managing Member E & A Protective Services - Bravo LLC 5333 Getwell Rd Memphis, TN 38118-7701

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

Date:

To: General Counsel

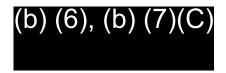
Attn: Office of Appeals National Labor Relations Board 1015 Half Street SE Washington, DC 20570-0001	
Please be advised that an appeal is here National Labor Relations Board from the action issue a complaint on the charge in	eby taken to the General Counsel of the n of the Regional Director in refusing to
Case Name(s).	
Case No(s). (If more than one case number, included taken.)	lude all case numbers in which appeal is
	(Signature)



OFFICE OF THE GENERAL COUNSEL

Washington, DC 20570

July 12, 2017



Re: E & A Protective Services - Bravo, LLC

Case 15-CA-195155

International Union, Security, Police and Fire Professionals, of America (SPFPA), and its Local 109 (E & A Protective

Services - Bravo, LLC Case 15-CB-195127

Dear (b) (6), (b) (7)(C)

Your appeals from the Regional Director's May 17, 2017 refusals to issue complaint in the above captioned cases have been carefully considered. The appeals are denied.

The charge in Case 15-CA-195155 alleged that the Employer discharged you in retaliation for union and/or protected concerted activities. In that regard, to determine whether an employer's adverse action against an employee was discriminatorily motivated, the General Counsel must demonstrate by a preponderance of the evidence that the employee's protected activity was a motivating factor for the adverse decision; only after such showing is established, the inquiry turns into whether the employer would have taken the same action in the absence of the protected conduct. See *Wright Line*, 251 NLRB 1083 (1980), enfd. 662 F.2d 899 (1st Cir. 1981), cert. denied 455 U.S. 989 (1982).

We determined that the evidence disclosed by the investigation did not indicate that the Employer discharged you for any protected activities -including your filing of Board charges against the Employer in 2011. Rather, the evidence indicated that the Employer based its decision on legitimate business considerations. There is insufficient evidence to establish that there is connection between your discharge and protected conduct.

Concerning your charge against the Union, in Case 15-CB-195127 you allege that the Union breached its duty of fair representation, in violation of Section 8(b)(1)(A) of the National Labor Relations Act, by failing to file and process a grievance challenging your discharge. In that regard, while a union owes employees a duty of fair representation with regard to disputes arising with an employer, a union is also afforded a wide range of reasonableness in carrying out this duty and a breach occurs only when the union's conduct is based upon arbitrary, irrelevant

or discriminatory considerations. See *Vaca v. Sipes*, 386 U.S. 171 (1967); *Ford Motor Co. v. Huffman*, 345 U.S. 330 (1953).

We determined that the evidence did not indicate that the Union handled your grievance in an unlawful manner under the Act. While the transition to a new Employer may have delayed some of the Union's actions, there is no evidence to establish that the Union's conduct was guided by any unlawful considerations under the Act. Instead, the evidence indicated that the Union investigated the basis of your complaint, and ultimately filed a grievance on your behalf. Accordingly, further proceedings herein were deemed unwarranted.

Sincerely,

Richard F. Griffin, Jr. General Counsel

By:

Mark E. Arbesfeld, Acting Director Office of Appeals

Mark E. Albestell

cc: M. KATHLEEN MCKINNEY
REGIONAL DIRECTOR
NATIONAL LABOR RELATIONS
BOARD
600 S MAESTRI PL 7TH FL
NEW ORLEANS, LA 70130-3413

ANDREA CZECK E & A PROTECTIVE SERVICES BRAVO, LLC 17981 DUMFRIES SHOPPING PLZ DUMFRIES, VA 22026-2327

BRENDA CANALE, ESQ. LITTLER MENDELSON P.C. 3725 CHAMPION HILLS DR STE 3000 MEMPHIS, TN 38125-0500 CHRISTOPHER ROY OFFICER IN CHARGE NATIONAL LABOR RELATIONS BOARD 80 MONROE AVE STE 350 MEMPHIS, TN 38103-2400

RICK O'QUINN, UNION PRESIDENT INTERNATIONAL UNION, SECURITY, POLICE AND FIRE PROFESSIONALS OF AMERICA, (SPFPA) AND ITS LOCAL 109 25510 KELLY RD ROSEVILLE, MI 48066-4994

MATTHEW J. CLARK, ESQ. GREGORY, MOORE, JEAKLE & BROOKS, P.C. 65 CADILLAC SQUARE STE 3727 DETROIT, MI 48226-2893 ANDREA CZECK
MANAGING MEMBER
E & A PROTECTIVE SERVICES
BRAVO LLC
5333 GETWELL RD
MEMPHIS, TN 38118-7701

kh

UNITED STATES OF AMERICA		DO NOT	WRITE IN THIS SPACE		
NATIONAL LABOR RELATIONS BOARD	<u> </u>	Case	Date filed		
CHARGE AGAINST LABOR ORGANIZATIO AGENTS	N OR ITS	15-CB-195133	March 7, 2017		
INSTRUCTIONS: File an original of this charge with the occurred or is occurring.		· 7			
	OR ITS AGENTS AGA	INST WHICH CHARGE IS B			
a. Name International Union, Security, Police and Fire of America (SPFPA), Local 711	e Processionals	b. Union Representative (b) (6), (b) (7)(C)			
C. Address 25510 KEILY ROAD ROSEVILLE, MICHIGAN		d. Tel. No.	e. Cell No (b) (6), (b) (7)(C)		
1 48066		f. Fax No.	g. e-Mail 711pres@gmail.com		
h. The above-named labor organization or its agents have 8(b), subsections (1)(A) of the National Labor Relations meaning of the Act, or are unfair practices affecting color. Basis of the Charge (set forth a clear and concise state)	s Act, and these unfai mmerce within the me	r labor practices are unfair paning of the Act and the Po	practices affecting commerce within the stal Reorganization Act.		
Since about the dates set forth below, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by refusing to process the grievances of (b) (6), (b) (7)(C) all for arbitrary or discriminatory reasons or in bad faith and/or by gross negligence: (1) since about (b) (6), (b) (7)(C) 2016, (b) (7)(C) 2016, (c) (d) (d) (e) (e) (f) (f) (f) (f) (f) (f) (f) (f) (f) (f					
3. Name of Employer Paragron Systems, Inc.		4a. Tel. No. (703) 263-7176	4b. Cell No.		
ં છો		4c. Fax No.	4d. e-Mail		
5. Location of Plant involved (street, city, state, and ZIP co	•	6. Employer representativ	e to contact		
7. Type of Establishment (factory, mine, wholesaler)	8. Principal product	or service	Number of Workers employed		
Security Contractor	Security Serv	rice			
(b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)		

Paragron Systems, Inc.		(103) 203-1110	
 Ø1		4c. Fax No.	4d. e-Mail
5. Location of Plant involved (street, city, state, and ZIP	code)	6. Employer representat	ive to contact
13655 Dulles Technology Drive, Herdon VA	A 20171		
7. Type of Establishment (factory, mine, wholesaler)	8. Principal produc	t or service	Number of Workers employed
Security Contractor	Security Ser	vice	
(b) (6), (b) (7)(C)		11a. Tel. No.	11b. Cell No. (b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail (b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and (b) (6), (b) (7)(C)	ZIP code)		
(b) (6), (b) (7)(C)	12. DECLARA		est of my knowledge and belief.
	T		Tel No.
ву: Х	(b) (6)	, (b) (7)(C)	
(signa	Print/type na	me and title or office, if any	(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)		Date: X	Fax No.
		MARCH 7,2017	e-Mail (b) (6), (b) (7)(C)

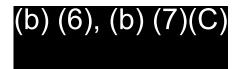
WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information will cause the NLRB to decline to invoke its processes.



REGION 04 615 Chestnut St Ste 710 Philadelphia, PA 19106-4413 Agency Website: www.nlrb.gov Telephone: (215)597-7601 Fax: (215)597-7658

June 30, 2017



Re: International Union, Security, Police and Fire Professionals of America (SPFPA), Local 711 (Paragon Systems, Inc.)

Case 15-CB-195133

Dear (b) (6), (b) (7)(C)

We have carefully investigated and considered your charge that International Union, Security, Police and Fire Professionals of America, Local 711 has violated the National Labor Relations Act.

Decision to Dismiss: Based on that investigation, I have decided to dismiss your charge for the reasons discussed below.

As a result of the investigation, I find that the charge lacks merit. The charge alleges that the Union violated Section 8(b)(1)(A) of the Act by refusing to process a grievance regarding two adverse post inspections that you received from Paragon Systems, Inc. (the Employer) in 2016 and (b) (6). (b) (7)(C) 2016, one of which resulted in you being issued a one-day suspension, and by informing you that it was processing a grievance when it was not. The investigation disclosed that your Employer provides security services at Federal facilities through its contract with the Department of Homeland Security/Federal Protective Services On multiple occasions in 2016, a representative for the Employer's client, DHS/FPS, issued negative "2820 reports" outlining shortcomings in your performance. These negative 2820 reports resulted in the Employer issuing you a one-day suspension. After receiving this suspension, you contacted the Union and requested that it file a grievance on your behalf. One Union official told you that you should let the issue go and be thankful that you still had a job. A different Union official made an offhand statement that would be "handling the then began to investigate the matter. After the Union's investigation, it grievance" and determined that it would not file a grievance on your behalf because one was not merited. When you later inquired about the status, the Union suggested other agencies that may be in a position to offer assistance to you, and there was insufficient evidence that the Union deceived you into thinking that a grievance was filed when it was not. Further, there is insufficient evidence to conclude that the Union engaged in arbitrary, discriminatory, bad faith or grossly negligent

conduct or considerations in violation of its duty of fair representation. *Vaca v. Sipes*, 386 U.S. 171 (1967). Accordingly, I am refusing to issue Complaint in this matter.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlrb.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on Friday, July 14, 2017. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed no later than 11:59 p.m. Eastern Time on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than Thursday, July, 13, 2017. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before Friday, July 14, 2017.** The request may be filed electronically through the *E-File Documents* link on our website, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after **Friday, July 14, 2017, even if it is postmarked or given to the delivery service before the due date.** Unless filed electronically, a copy of the extension of time should also be sent to me.

International Union, Security, Police and Fire Professionals of America (SPFPA), Local 711 (Paragron Systems, Inc.) Case 15-CB-195133

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/ Dennis P. Walsh

DENNIS P. WALSH Regional Director

Enclosure

cc: (b) (6), (b) (7)(C), (b) (6), (b) (7)(C)

Security Police And Fire Professionals of America Local 711 25510 Kelly Rd Roseville, MI 48066-4994

Michael J. Akins, Attorney at Law Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48226-2893

Paragon Systems 13655 Dulles Technology Dr Herndon, VA 20171

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

Date:

To: General Counsel

Attn: Office of Appeals	
National Labor Relations Board	
1015 Half Street SE	
Washington, DC 20570-0001	
Please be advised that an appeal is hereby taken to the General Counsel of the National Labor Relations Board from the action of the Regional Director in refusing to ssue a complaint on the charge in	
International Union, Security, Police and Fire Professionals of America SPFPA), Local 711 (Paragon Systems, Inc.)	
Case Name(s).	
Case 04-CA-195133	
Case No(s). (If more than one case number, include all case numbers in which appeal is	
aken.)	
(Signature)	

UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE			
NATIONAL LABOR RELATIONS BOARD		Case	Date filed		
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-208481	October 23, 2017		
INSTRUCTIONS: File an original of this charge with the	e NLRB Regional Di	rector of the region in whic	h the alleged unfair labor practice		
occurred or is occurring.	OR ITS AGENTS AGE	NINST WHICH CHARGE IS BR	OUGHT		
a. Name	OK 113 AGEITTS AGE	b. Union Representative to	· · · · · · · · · · · · · · · · · ·		
International Union, Security, Police and Fire	Professionals		ternational President		
of America (SPFPA), and its Local 109					
c. Address		d. Tel. No.	e. Ceil No.		
25510 Kelly Road, Roseville, MI 48066		586-772-7250			
235 to Kelly Road, Roseville, IVII 46000		f. Fax No.	g. e-Mail		
h. The above-named labor organization or its agents have	o opposed in and acc	586-772-9644	spfpapres@spfpa.org		
8(b), subsection(s) (1)(A) of the National Labor Relation					
the meaning of the Act, or are unfair practices affecting					
2. Basis of the Charge (set forth a clear and concise state					
During the past six months and continuing t					
representatives; has violated the duty of fair repre					
Memphis, TN, by excluding the Local's barga					
bargaining agreement and by imposing a contract	t on the bargaining	unit without its consent or	ratification.		
a		i a a a a a a a a a a a a a a a a a a a	A second second		
Since September 8, 2017 and on multiple					
(b) (6), (b) (7)(C) (b) (6), (b) (7)(C), has failed and refused. 3. Name of Employer	sed to provide empi	oyee (b) (6), (b) (7)(C) will 4a. Tel. No.	4b. Cell No.		
3. Name of Employer		301-828-0653	VE. Centro.		
Securemedy		4c. Fax No.	4d. e-Mail		
Securentedy		800-506-5926	ofolayan@securemedy.co		
		1	m		
5. Location of Plant involved (street, city, state, and ZIP c	ode)	6. Employer representative	to contact		
5333 Getwell Road, Memphis, TN 38118		Olabanji Folayan	•		
7. Type of Establishment (factory, mine, wholesaler) 8. Principal product or service		or service	Number of Workers employed		
Security contractor	Security services	at US Gov't facilities	20		
10. Full name of party filing charge		11a. Tel. No.	11b. Cell No.		
	`		(b) (6), (b) (7)(C)		
(b) (6), (b) (7)(C)	·	11c. Fax No.	11d e-Mail		
		110. 1 82.140.	(b) (6), (b) (7)(C)		
11. Address of party filing charge (street, city, state; and Z	IP code)	·			
(b) (6), (b) (7)(C)					
12. DECLARATION					
I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.					
/I- \					
(D) (6), (D) (7)(C)	(b) (6)	(b) (7)(C)	13.73		
sig rge)		ne and title or onice, it any	Cell No.		
	. Interpresion	and the distribution of the	(b) (6), (b) (7)(C)		
Address:		Date:	Fax No.		
			e-Mail		
(b) (6), (b) (7)(C)		10173117	(b) (6), (b) (7)(C)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

PRIVACY ACT STATEMENT

Solicitation of the information on this form, is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing amfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information will cause the NLRB to decline to invoke its processes.

will have

UNITED STATES OF AMERICA		DO NOT IN	VRITE IN THIS SPACE	
		Case	Date filed	
FIRST AMENDED CHARGE AGAINST LA ORGANIZATION OR ITS AGENTS		15-CB-208481	November 17,2017	
INSTRUCTIONS: File an original of this charge with the	NLRB Regional Di	rector of the region in which	ch the alleged unfair labor practice	
occurred or is occurring. 1. LABOR ORGANIZATION	OR ITS AGENTS AGA	INST WHICH CHARGE IS BE	ROUGHT	
a. Name		b. Union Representative to		
INTERNATIONAL UNION, SECURITY, POLICE	CE and FIRE	David Hickey		
PROFESSIONALS OF AMERICA				
c. Address		d. Tel. No.	e.e. Cell No.	
25510 Kelly Road, Roseville, MI 48066-4994		(586)772-7250		
		f. Fax No.	g. e-Mail	
h. The above-named labor organization or its agents have	engaged in and are	engaging in unfair labor prac	spfpapres@spfpa.org	
8(b), subsection(s) (1)(A) of the National Labor Relation the meaning of the Act, or are unfair practices affecting	is Act, and these unf commerce within the	air labor practices are unfair e meaning of the Act and the	practices affecting commerce within Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise stater			-	
During the past six months and conti	-			
officers and representatives; has vio	•	•		
employees working at the IRS facility		· ·		
participating in contract negotiations	for a collective b	argaining agreement a	nd by imposing a contract on	
the bargaining unit without its conse	nt or ratification.			
2. Since September 8, 2017 and on m	ultiple occasions	thereafter, the above r	named labor organization, by	
$^{(b)}$ $^{(b)}$ $^{(b)}$ $^{(7)(C)}$ $^{(b)}$ $^{(6)}$, $^{(6)}$ $^{(6)}$, $^{(6)}$ $^{(6)}$, $^{(6)}$	(C), has failed an	d refused to provide en	nployee (b) (6), (b) (7)(C) with	
the following information has requ		-		
Securemedy, Inc. and (b) (6), (b) (7)(C)		·		
3. Name of Employer		4a. Tel. No.	4b. Cell No.	
Securemedy				
.}		4c. Fax No.	4d. e-Mail	
(800)506-5926 ofolayan@secureme				
5. Location of Plant involved (street, city, state, and ZIP co	e to contact .			
5333 Getwell Rd, Memphis, TN 38118-7701	8. Principal produc	Olabanji Folayan	9. Number of Workers employed	
7. Type of Establishment (factory, mine, wholesaler)	• • •		20	
Security Contractor	ractor Security services at U.S. Government facilities			
10. Full name of party filing charge	Government	11a, Tel. No.	11b. Cell No.	
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)		
		11c. Fax No.	11d e-Mail	
		110.10.110.	(b) (6), (b) (7)(C)	
•				
11. Address of party filing charge (street, city, state, and ZIP code)				
(b) (6), (b) (7)(C)				
L declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief. (b) (6), (b) (7)(C) Tel No.				
declare that I have read the above charge and	that the statements	therein are true to the bes	t of my knowledge and belief.	
(D)(O),(D)(T)(C)			12770.	
(b) (b), (b) (7)(c)		(b) (6), (b) (7)(C)		
(signature or representative or person making charge) PrinVtype name and title or office, if any			Och No.	
Address:		Date:	Fax No.	
(b) (6), (b) (7)(C)		55.6.		
		11111111	e/6) (6) (b) (7)(C)	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

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REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6361 Fax: (504)589-4069

January 30, 2018

Rich Olszewski, Esq. 65 Cadillac Square, Suite 3727 Detroit, MI 48226-2893

Re: International Union, Security, Police and

Fire Professionals of America

(Securemedy) Case 15-CB-208481

Dear Mr. Olszewski:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

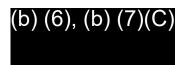
Very truly yours,

/s/

M. Kathleen McKinney Regional Director

MKM/pal

cc:



David Hickey International Union, Security, Police and Fire Professionals of America 25510 Kelly Road Roseville, MI 48066-4994

Olabanji Folayan Securemedy 5333 Getwell Road Memphis, TN 38118-7701

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS

DO NOT WRITE IN THIS SPACE			
Case Date Filed			
15-CB-222705	June 25, 2018		

INSTRUCTIONS: File an original with NLRB Regional Director for the	region in which the alleged up	nfair labor	prac	tice occurre	d or is occurring.		
1. LABOR ORGANIZATION OR ITS	AGENTS AGAINST WHICH	CHARGE	IS B	ROUGHT			
a. Name		b. Union	Repr	esentative t	o contact		
International Union, Security, Police & Fire Professionals of America S	International Union, Security, Police & Fire Professionals of America SPFPA			Rick O'Quinn			
		Title: \	/ice F	President, R	egion 2		
c. Address (Street, city, state, and ZIP code)		d. "Tel. N	lo.		e. Cell No.		
25510 Kelly Rd		(800) 22			(321) 543-3310		
MI Roseville 48066-4994		f. Fax No			g. e-Mail		
		(321) 62	2-472	²⁹	rickoquinn@spfpa.org		
h. The above-named organization(s) or its agents has (have) engaged subsection(s) (list subsections) (1)(A) are unfair practices affecting commerce within the meaning of the Ac meaning of the Act and the Postal Reorganization Act.	of the Natio	nal Labor	Rela	itions Act. a	nd these unfair labor practices		
2. Basis of the Charge (set forth a clear and concise statement of the	e facts constituting the alleged	l unfair lal	bor pi	ractices)			
See additional page							
Name of Employer		4a. Tel.	_		b. Cell No.		
Quality Investigations, Inc.		(702) 24 c. Fax N		.	d. e-Mail		
		C. Fax N	10.		xsecure@qisecurity.com		
					xaccure@qiaccurity.com		
5. Location of plant involved (street, city, state and ZIP code)		'			er representative to contact		
10 Commerce Center Dr NV Henderson 89014-2335				Xavier Per Title: Pres			
	I						
7. Type of establishment (factory, mine, wholesaler, etc.) 8. Identify principal product			,		r of workers employed		
Security Systems & Services	Security	44 🛨		85			
10. Full name of party filing charge		11a. Tel (202) 59			b. Cell No. (516) 499-2681		
Steve Maritas		c. Fax N		10	d. e-Mail		
Law Enforcement Officers Security Unions LEOSU, LEOS-PBA		(202) 59		10	LEOSUNIONS@GMAIL.COM		
11. Address of party filing charge (street, city, state and ZIP code.) 1155 F St NW Ste 1050		(,					
DC Washington 20004-1329							
12. DECLARATION I declare that I have read the above charge and that the statements therein are true to	the best of my knowledge and belie	ef.	Tel.	No. (202) 59	5-3510		
By Steve Maritas Steve Maritas Cell No.							
(signature of representative or person making charge) (Print/type name and title or office, if any)			_	(516) 49	9-2681		
	Title: Organizing Dire	ctor	Fax/	No. (202) 59	5-3510		
1155 F St NW Ste 1050 Washington DC 20004-1329 Address				e-Mail LEOSUNIONS@GMAIL.COM			
MANUAL FAIR FAIR OF OTATEMENTS OF THE COMMON			:				

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes.

Basis of the Charge

8(b)(1)(A)

Within the previous six months, the above-named labor organization has restrained and coerced employees in the exercise of rights protected by Section 7 of the Act by threatening to retaliate against employees if they did not join or support the union.

Name of the Union Agent/Representative who made the threat	Date the threats were made
(b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C), (b) (6), (b) (7)(C)	June 2018 and ongoing

2018 JUN 25 AM 9: 41



Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069

August 7, 2018

Gordon A. Gregory, ESQ. Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square Suite 3727 Detroit, MI 48266

Re: International Union, Security, Police & Fire

Professionals of America SPFPA (Quality

Investigations, Inc.)
Case 15-CB-222705

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

/S/

SANDRA L.HIGHTOWER Acting Regional Director

SLH/hpj

cc: Rick O'Quinn, Vice President, Region 2 International Union, Security, Police & Fire Professionals of America SPFPA 25510 Kelly Rd Roseville, MI 48066-4994

Deborah Misir, Counsel Lally & Misir LLP 220 Old Country Rd # 2 Mineola, NY 11501

Steve Maritas, Organizing Director Law Enforcement Officers Security Unions LEOSU, LEOS-PBA 1155 F St NW Ste 1050 Washington, DC 20004-1329 Xavier Peterson, President Quality Investigations, Inc. 10 Commerce Center Dr Henderson, NV 89014-2335

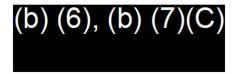
UNITED STATES OF AMERICA		DO NOT WRITE IN THIS SPACE				
NATIONAL LABOR RELATIONS BOAR	D	Case	Date filed July 12, 2018			
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-03-223603	July 12, 2018			
INSTRUCTIONS: File an original of this charge with the occurred or is occurring.	ne NLRB Regional D	rector of the region in whi	ch the alleged unfair labor practice			
	OR ITS AGENTS AGA	VINST WHICH CHARGE IS B				
Name International Union, Security, Police and Fire Professionals of America and its Amalgamated Local 711		(b) (6), (b) (7)(C) (b) (6), (b) (7)(C)	to Contact			
c. Address 25510 Kelly Road, Roseville, MI 48066		d. Tel. No.	e.e. Cell No. (b) (6), (b) (7)(C)			
		f. Fax No.	g. e-Mail (b) (6), (b) (7)(C)			
 h. The above-named labor organization or its agents hav 8(b), subsection(s) (1) (A) of the National Labor Relation the meaning of the Act, or are unfair practices affecting 	ons Act, and these un g commerce within the	fair labor practices are unfai e meaning of the Act and the	r practices affecting commerce within Postal Reorganization Act.			
2. Basis of the Charge (set forth a clear and concise state						
Since about (b)(6),(b)(7)(c), 2018, the above-name	d labor organizati	on has restrained and	coerced employees in the			
exercise of rights protected by Section 7 of the	he Act by refusing	to process the grieval	nce of (b) (6), (b) (7)(C)			
regarding suspension for arbitrary or disc						
regarding and exception for an arms, or also			· ·			
2. Name of Employee		4a. Tel. No.	4b. Cell No.			
Name of Employer Paragon Systems, Inc.		(504)462-0872	4b. Cell No.			
Paragon Systems, Inc.		4c. Fax No.	4d. e-Mail			
<u>,</u>		4C. FAXINO.	40. E-IVIAII			
5. Location of Plant involved (street, city, state, and ZIP c	ode)	Employer representative to contact				
2200 Veterans Blvd, Kenner, LA 70062		Marlon Vorise, Car	otain			
7. Type of Establishment (factory, mine, wholesaler) 8. Principal product or		or service	9. Number of Workers employed			
Security guards	·		90			
10. Full name of party filing charge	_ ocounty acros	11a. Tel. No.	11b. Cell No.			
(b) (6), (b) (7)(C)			(b) (6), (b) (7)(C)			
\		11c. Fax No.	11d e-Mail			
			(b) (6), (b) (7)(C)			
11. Address of party filing charge (street, city, state, and ZIP code)						
(b) (6), (b) (7)(C)						
12. DECLARATION						
I declare that I have read the above charge and	that the statements	therein are true to the bes	T =			
			Tel No.			
(h) (6) (h) (7)(C)						
(b) (6), (b) $(7)(C)$ (b) $(6), (6), (6), (7)(C)$						
		ne and title or office, if any	C(b) (6), (b) (7)(C)			
Address		D-4	- 			
Address: (b) (6), (b) (7)(C)		Date:	Fax No.			
(b) (b), (b) (1)(c)		July 12, 2005	o Mail			
			e-Mail (b) (6), (b) (7)(C)			

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary, however, failure to supply the information will cause the NLRB to decline to invoke its processes.

REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069

November 15, 2018



Re: International Union, Security, Police and Fire Professionals of America and its Amalgamated Local 711 (Paragon Systems, Inc.)

Case 15-CB-223603

$_{\text{Dear}}$ (b) (6), (b) (7)(C)

We have carefully considered your charge that International Union, Security, Police and Fire Professionals of America and its Amalgamated Local 711 has violated the National Labor Relations Act.

Decision to Dismiss: In view of your lack of cooperation in investigating this case, I have determined that further proceedings are not warranted at this time and I am dismissing your charge.

The Charging Party filed Charge 15-CA-222698 on June 24, 2018, and 15-CB-223603 on July 12, 2018. On August 29, 2018, the two charges were transferred from FA Nelson to FA Miragliotta. The Charging Party subsequently filed Charge 15-CA-227562 on September 17, 2018. Since filing the most recent charge, despite numerous attempts, the Charging Party has not responded to the Region's attempted contacts. The Charging Party failed to respond to calls, including voice mail messages, on September 28 and October 10, 2018. The Charging Party's voice mail box was full as of October 22, 2018, and did not respond to calls on October 22 or 25, 2018. As of October 26, 2018, the phone number was listed as disconnected. The Charging Party did not respond to two e-mails during this timeframe either.

On October 30, 2018, the investigating agent mailed the Charging Party a letter at address asking to update contact information at earliest convenience. did not respond to the letter.

On November 5, 2018, the investigating agent mailed the Charging Party a lack of cooperation warning letter, with a return date of November 12, 2018. As of November 14, 2018, the Charging Party still did not respond to any of the Region's attempted contacts. Accordingly, the charge is recommended for lack of cooperation dismissal.

If you wish to refile this charge later when you can cooperate in the investigation, you may do so. However, your attention is directed to Section 10(b) of the Act which provides that a

International Union, Security, Police and Fire Professionals of America and its Amalgamated Local 711 (Paragon Systems, Inc.)

Case 15-CB-223603

- 2 - November 15, 2018

charge must be filed with the NLRB and served on the charged party within six months of the conduct alleged to be unlawful.

Your Right to Appeal: You may appeal my decision to the General Counsel of the National Labor Relations Board, through the Office of Appeals.

Means of Filing: An appeal may be filed electronically, by mail, by delivery service, or hand-delivered. To file electronically using the Agency's e-filing system, go to our website at www.nlrb.gov and:

- 1) Click on E-File Documents;
- 2) Enter the NLRB Case Number; and,
- 3) Follow the detailed instructions.

Electronic filing is preferred, but you also may use the enclosed Appeal Form, which is also available at www.nlrb.gov. You are encouraged to also submit a complete statement of the facts and reasons why you believe my decision was incorrect. To file an appeal by mail or delivery service, address the appeal to the General Counsel at the National Labor Relations Board, Attn: Office of Appeals, 1015 Half Street SE, Washington, DC 20570-0001. Unless filed electronically, a copy of the appeal should also be sent to me.

The appeal MAY NOT be filed by fax or email. The Office of Appeals will not process faxed or emailed appeals.

Appeal Due Date: The appeal is due on November 29, 2018. If the appeal is filed electronically, the transmission of the entire document through the Agency's website must be completed no later than 11:59 p.m. Eastern Time on the due date. If filing by mail or by delivery service an appeal will be found to be timely filed if it is postmarked or given to a delivery service no later than November 28, 2018. If an appeal is postmarked or given to a delivery service on the due date, it will be rejected as untimely. If hand delivered, an appeal must be received by the General Counsel in Washington D.C. by 5:00 p.m. Eastern Time on the appeal due date. If an appeal is not submitted in accordance with this paragraph, it will be rejected.

Extension of Time to File Appeal: The General Counsel may allow additional time to file the appeal if the Charging Party provides a good reason for doing so and the request for an extension of time is **received on or before November 29, 2018.** The request may be filed electronically through the *E-File Documents* link on our website www.nlrb.gov, by fax to (202)273-4283, by mail, or by delivery service. The General Counsel will not consider any request for an extension of time to file an appeal received after November 29, 2018, **even if it is postmarked or given to the delivery service before the due date**. Unless filed electronically, a copy of the extension of time should also be sent to me.

International Union, Security, Police and Fire Professionals of America and its Amalgamated Local 711 (Paragon Systems, Inc.)

Inc.)

Case 15-CB-223603

- 3 - November 15, 2018

Confidentiality: We will not honor any claim of confidentiality or privilege or any limitations on our use of appeal statements or supporting evidence beyond those prescribed by the Federal Records Act and the Freedom of Information Act (FOIA). Thus, we may disclose an appeal statement to a party upon request during the processing of the appeal. If the appeal is successful, any statement or material submitted with the appeal may be introduced as evidence at a hearing before an administrative law judge. Because the Federal Records Act requires us to keep copies of case handling documents for some years after a case closes, we may be required by the FOIA to disclose those documents absent an applicable exemption such as those that protect confidential sources, commercial/financial information, or personal privacy interests.

Very truly yours,

/s/

M. KATHLEEN MCKINNEY Regional Director

MKM/dms

Enclosure

cc: Marlon Vorise, Captain Paragon Systems, Inc. 2200 Veterans Blvd Kenner, LA 70062

(b) (6), (b) $(7)(C)_{3}$ (b) (6), (b) (7)(C)

International Union, Security, Police and Fire Professionals of America and its Amalgamated Local 711 22510 Kelly Road Roseville, MI 48066

Matthew J. Clark, Attorney Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48226

UNITED STATES OF AMERICA NATIONAL LABOR RELATIONS BOARD

APPEAL FORM

Date:

To: General Counsel

Attn: Office of Appeals	
National Labor Relations Board	
1015 Half Street SE	
Washington, DC 20570-0001	
Please be advised that an appeal is hereby taken to the General Counsel of the lational Labor Relations Board from the action of the Regional Director in refusing to ssue a complaint on the charge in	
nternational Union, Security, Police and Fire Professionals of America and its	
Amalgamated Local 711 (Paragon Systems, Inc.)	
Case Name(s).	
5-CB-223603	
Case No(s). (If more than one case number, include all case numbers in which appeal is aken.)	
(Signature)	

<i>2</i> '			· ·
UNITED STATES OF AMERICA			WRITE IN THIS SPACE
NATIONAL LABOR RELATIONS BOARD		Case	Date filed
CHARGE AGAINST LABOR ORGANIZATION OR ITS AGENTS		15-CB-223668	July 13, 2018
INSTRUCTIONS: File an original of this charge with the	e NLRB Regional D	Director of the region in w	hich the alleged unfair labor practice
occurred or is occurring. 1. LABOR ORGANIZATION	OR ITS AGENTS AG	AINST WHICH CHARGE IS	BROUGHT
a. Name	0	b. Union Representativ	e to Contact
Security, Police and Fire Professionals of A	America	(b) (6), (b) (7)(C), (b) ((6), (b) (7)(C)
(SPFPA), Local 711		d Tol No.	To Collinia
c. Address 25510 Kelly Road		d. Tel. No. UNK	e. Cell No. (b) (6), (b) (7)(C)
		f. Fax No.	g. e-Mail
Roseville, MI 48066		UNK	(b) (6), (b) (7)(C)
The above-named labor organization or its agents have 8(b), subsection(s) (1)(A) of the National Labor Relation the meaning of the Act, or are unfair practices affecting.	ns Act, and these un	fair labor practices are unf	air practices affecting commerce within
2. Basis of the Charge (set forth a clear and concise state	ment of the facts cor	nstituting the alleged unfair	labor practices)
Since about (b)(0)(b)(7)(c) 2018, and continuing			
and representatives, has failed and refused			
regarding the Employer banning (0)(6),(0) from			
discriminated against for arbitrary and/or d			
3. Name of Employer	100111111111111111111111111111111111111	4a. Tel. No.	4b. Cell No.
Paragon Systems		504/305-6600	
		4c. Fax No.	4d. e-Mail
		504/3056104	UNK
5. Location of Plant involved (street, city, state, and ZIP co	ode)	6. Employer representa	tive to contact
2200 Veterans Memorial Blvd		Lt. Frazier, Ma	nager
Kenner, Louisiana 70062			
7. Type of Establishment (factory, mine, wholesaler)	8. Principal produc	ct or service	Number of Workers employed
Security	Property/per	rsonnel security	90
10. Full name of party filing charge	<u> </u>	11a. Tel. No.	11b. Cell No.
(b) (6), (b) (7)(C)			(b) (6), (b) (7)(C)
		11c. Fax No.	11d e-Mail
			(b) (6), (b) (7)(C)
11. Address of party filing charge (street, city, state, and Z	IP code)		
(b) (6), (b) (7)(C)			
	12. DECLARA	TION	•
I declare that I have read the above charge and	that the statements	s therein are true to the b	
	(b) (6) ((b) (7)(C)	Tel No.
(b) (6) (b) (7)(0)	(b) (b), ((b) (7)(C)	
$\frac{\text{By: X}}{\text{(signa}}(b) (6), (b) (7)(C)$	Print/type na	ame and title or office, if an	y Cell No. (b) (6), (b) (7)(C)
Address:	. 1	Date:	Fax No.
			e-Mail
		7-13-18	(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001) PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information will cause the NLRB to decline to invoke its processes. Inquiry # (b) (6), (b) (7)(C)



REGION 15 600 South Maestri Place – 7th Floor New Orleans, LA 70130-3413 Agency Website: www.nlrb.gov Telephone: (504)589-6362 Fax: (504)589-4069

October 18, 2018

Gordon A. Gregory, ESQ., General Counsel Gregory, Moore, Jeakle & Brooks, P.C. 65 Cadillac Square, Suite 3727 Detroit, MI 48266

Re:

Security, Police, and Fire Professionals of

America (SPFPA), Local 711 (Paragon

Systems)

Case 15-CB-223668

Dear Mr. Gregory:

This is to advise you that I have approved the withdrawal of the charge in the above matter.

Very truly yours,

M. Kathleen McKenney 1988

M. KATHLEEN McKINNEY Regional Director

MKM/par

cc:

(b) (6), (b) $(7)(C)_{3}$ (b) (6), (b) (7)(C)

Security, Police and Professionals of America (SPFPA) Local 711 25510 Kelly Rd Roseville, MI 48066-4994

Lt. Frazier, Manager Paragon Systems 2200 Veterans Memorial Boulevard Kenner, LA 70062

(b) (6), (b) (7)(C)